

THE JOURNAL OF ELECTRICAL WORKERS AND OPERATORS

THE CONVENTION



VOL. XLV

WASHINGTON, D. C.

OCTOBER, 1946

NO. 10

RECORDING • THE • ELECTRICAL • ERA



ON EVERY JOB

THERE'S A LAUGH OR TWO

Welcome back, Sleepy Steve! Long time, no see on this page.

SLEEPY STEVE MAKES A DECLARATION OF WAR

(Edgerton, Wisconsin papers don't copy)

The missus is spending August at a Wisconsin lake and before going left me a long list of do's and don't's—"Don't let the garbage accumulate. Don't let dirty dishes stand in the sink. Keep the house in order in case some friend drops in." (She should see the joint now. She'd faint.) "Call up the laundry driver to pick up soiled laundry," etc.

Well, owing to over-optimism regarding the relative value of a queen-full, I'm a bit short of dough and economy is in order. And doing my own laundry seems a way to save a couple of bucks and it's as simple as shooting fish in a bath tub. I've watched the missus many times.

And so I filled the washer with hot water and soap flakes and piled in all the soiled laundry, including a red wool golf sweater. I started the machine and while waiting the 15 minutes, hummed that hit of yesteryear, "I Get Along Without You Very Well." Then I rinsed my clothes twice in clear water and hung them up to dry.

And now we are the happy possessors of two bed sheets of an ultra-modish pink with pillow cases to match, 6 bath towels in a sort of "fiesta rose," four heavenly pink shirts (once white) and two pairs of the most alluring pink B.V.D.'s you ever saw.

Won't mama be pleased with mama's little helper when mama comes home!

But the worst of all is the ribbing I have to take from the L. U. No. 134 birds I have to work with. G.I. whistles, a high falsetto voice, "Why, dearie, haven't you forgotten your slip?" "Oh, if you could only cook!" Very funny!

And so I'm serving notice. The next L. U. No. 134 comedian that wisecracks to me gets a sock in the puss.

"SLEEPY STEVE,"
L. U. No. 9.

Brother C. E. Smith, president of L. U. No. 48, writes us that finally after two years' strenuous effort he has succeeded in having a phone installed.

MY PHONE

I thank my friends and my relations
From the President down and all the nations,
The girls in the office that filled in the forms.
There's not a question that they miss,
Each one is numbered and a place to list.
Where you were born and how come,
Were your parents rich or just bums?
Have you ever had a phone before?
Were any of your relations in the war?
Are your parents living and if so, where?
Are you bald-headed or have you hair?
Why can't you get along without a phone?
Do you pay rent or own your home?
Have you ever made application before?
All these questions and a thousand more.
I am settled now no more to roam
For at last, dear friends, I have a phone.

C. E. SMITH,
L. U. No. 48.

Here's a little poem we have printed before, but it will bear repeating. Brother Feltwell sent it in—he doesn't know the author.

TAKE HEED

Are you an active member,
The kind that would be missed;
Or are you just contented
That your name is on the list?

Do you attend the meetings
And mingle with the flock,
Or do you stay at home
To criticize and knock?

Do you take an active part
To help the work along,
Or are you satisfied
To only just belong?

Do you ever go to visit
A member who is sick,
Or leave the work to just a few
And talk about the clique?

Think this over, member;
You know right from wrong;
Are you an active member,
Or do you just belong?

H. B. FELTWELL,
L. U. No. 697.

* * *

Brother Hoover has sent us another of his thought-provoking "Rhymes of the Times."

PEACE

Gone is the Indian's raiding band,
Silent the wagon train,
Vanished the scout and bison herd
Who thundered across the plain.
The dugout and the soddy house,
The cabin with puncheon floor
Have passed, and coyotes howl no more
In prairie hay at the door.
Wide airfields dot the countryside
While streamlined cars slip by;
Radar's fingers have stroked the moon,
Sleek rockets thunder high
To dare the thought that we may span
Dark interstellar space,
And arc across to other worlds
Out there before God's face.
Lavish with wonders, this century
Which brought such rich increase,
But does our brilliancy have ballast
Of wisdom to bring us peace?

D. A. HOOVER,
L. U. No. 1306.

* * *

Here's a little story we picked up at random.

OH, YEAH!

A spinster living in a London suburb was shocked at the language used by two men repairing telegraph wires close to her home. She wrote to the company on the matter, and the foreman was asked to report. This he did, in the following way:

"Me and Bill Fairweather were on this job. I was up the telegraph pole and accidentally let the hot lead fall on Bill; it went down his neck. Then he said: 'You really must be more careful, Harry.'"

Brother McClanahan says he is sending us these "old chestnuts" thinking they may still bring a laugh to many.

THE POSTMASTER SAYS A STORY LIKE THIS WON'T GET BY NOW

Here is the way an 1856 postmaster of Waterford, Illinois, made his quarterly report which is taken from the files at Washington, D. C.:

"Waterford, fulton c., ils—dear sir July the 9, 1856—mister jimes buchanan president of the United States—Dear Sir: Bean required by the instructions of the postoffice to report quarterly. I now foolfil that pleasin duty of reportin as follers: the harvestin has been goin on purty well and most of the nabors hev got thur cutin bout dun. whete is hardly an avridge crop on rollin lands corn is yellerish and wont cut morn 10 or 15 booshels to the aker. the helth of the communityes is only tolerbly. mecils and colery have broken out in about 2 and a half miles from hear, and there are a powerful awaken on religun in the potts naborhood and menny soles are bein made to no thair sins ar forgiven mis nancy smith a neer nabor had twins day before yesterday and wone of them is a poor scraggly thing that wont liv haf its days and this is about all I had no report at present quarter and give my respecs to mis buchanan and subscribe myself yoor Trooly,

Adigail Jenkins, p.m. at fulton co., ils.

* * *

A CANNY TELEGRAM

A Scotchman had to send an urgent telegram, and not wishing to spend more money than necessary wrote like this:

"Bruises hurt eraced afford erected analysis hurt to infectious dead." (10 words)

The Scotchman who received it immediately decoded it as: "Bruce is hurt. He raced a Ford. He wrecked it, and Alice is hurt, too. In fact, she's dead." (19 words)

MARSHALL L. MCCLANAHAN,
L. U. No. 1366.

* * *

Our Abe has another little granddaughter. Congratulations, Brother Glick!

THE WELCOME NEWCOMER

(Dedicated to my second granddaughter)

The branches expand, with time in stride,
To lend more lustre to my family tree;
The newest limb I observe with pride,
A gift from God, intended for me.

I chant and sing of the boon divine,
My lucky star to me had bestown;
I feel at ease, as my years recline,
In view of the fruit my tree had grown!

My home was filled with glee and cheer
Upon the appearance of Nettie Beer!
A Bit o'Luck,

ABE GLICK,
L. U. No. 3.

* * *

How about those poems and jokes, Brothers? This is your page so give with the contributions!

Official Organ of the INTERNATIONAL ELECTRICAL WORKERS and OPERATORS

PUBLISHED MONTHLY

G. M. Bugniazet, Editor

1200 Fifteenth St., N. W., Washington, D. C.

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• This Journal will not be held responsible for views expressed by correspondents.
The first of each month is the closing date; all copy must be in our hands on or before.

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Magazine

CHAT

This JOURNAL wasn't founded until 1893, two years after the establishment of the union. Until 1914, it was called The Electrical Worker. In August, 1914, the title was changed to The Journal of Electrical Workers and Operators. You can well imagine how the early founders, fired with ambition to found a great union commensurate with the growing electrical industry, came together to discuss one means of uniting the members in a brotherhood of ideas. The publication was the result. It has been the constant issue ever since, and may well represent the thinking of an important union during more than half a century. Since 1925, it may well be said also to reflect the changes, the policies, and the culture of a great basic industry—namely the electrical industry.

In the important volume published by Johns Hopkins University called "Trade Union Publications," we find these paragraphs on the JOURNAL:

"On the pages formerly filled by long directories, reprints, official announcements, and local news, were sections on technical instruction, general science and health hints; cartoons; reproductions of famous paintings and sculpture; passages from great classics of literature and poetry. A woman's page furnished household and fashion news, as well as articles explaining the function of women in the labor movement as workers, wives and daughters of workers, consumers, and voters. Between 1926 and 1930 several full-length novels appeared serially in the JOURNAL, among them Sabatini's 'Scaramouche' and Norris' 'The Octopus'."

"The most striking result of the new policy was the introduction of original articles, which now became the heart of each issue. The articles encompassed every subject which might conceivably interest trade unionists and Electrical Workers. An entire issue was sometimes devoted to the analysis of a single subject. Between 1926 and 1941 articles discussed workers' education and the labor press; vocational education and apprenticeship; legislation (labor, social, safety); politics; administrative agencies, and court decisions; foreign governments, international relations, fascism and communism; stock ownership, profit sharing, and company unions; banking, money, credit, business cycles and unemployment; cooperatives and consumer movements; agricultural problems; southern labor and industry."

The cover this month is a view of the convention scene in San Francisco. Number one in the picture is the auditorium; number three, the City Hall. The photo is by courtesy of the San Francisco Convention and Tourist Bureau.



Just as the capitol symbolizes "America," so 1200 15th Street symbolizes the Brotherhood. This photograph symbolically indicates how 15th Street ends in the Washington monument.



THE JOURNAL OF ELECTRICAL WORKERS AND OPERATORS

OFFICIAL PUBLICATION OF THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
Entered at Washington, D. C., as Second Class Matter. Acceptance for mailing at special rate of postage provided for in
Section 1103, Act of October 3, 1917, authorized March 28, 1922.
SINGLE COPIES, 20 CENTS \$2.00 PER YEAR, IN ADVANCE



VOL. XLV

WASHINGTON, D. C. OCTOBER, 1946

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22nd CONVENTION Makes Labor History

Editor's Note: This is not an official report of the historical San Francisco convention. It does not purport, moreover, to be an exhaustive journalistic report. This article gives the highlights of the important, grueling conclave in the Pacific Coast metropolis.

San Francisco

MEETING in San Francisco within a stone's throw of the United Nations' center, where 50 nations made world-wide history last year, in founding the United Nations' Organization, the International Brotherhood of Electrical Workers, in its largest convention, made important labor history.

On the fourth day of the session (September 5th), on a rollcall vote, the convention elected Dan W. Tracy as International president, and turning quickly from this vote the convention unanimously elected G. M. Bugniazet as International secretary; Charles M. Paulsen as chairman of the International Executive Council, and William A. Hogan as International treasurer.

Other officers elected were:

International vice president, 1st District, John Raymond, Windsor.

International vice president, 2nd District, John J. Regan, Boston.

International vice president, 3rd District, James Liggett, Schenectady.

International vice president, 4th District, Gordon Freeman, Chattanooga.

International vice president, 5th District, G. X. Barker, Atlanta.

International vice president, 6th District, M. J. Boyle, Chicago.

International vice president, 7th District, W. L. Ingram, Fort Worth.

International vice president, 8th District, Wallace C. Wright, Pocatello.

International vice president, 9th District, J. Scott Milne, San Francisco.

International vice president, 10th District, J. J. Duffy, Chicago.

International Executive Council:

First District, Louis Marciante, Trenton.
Second District, Charles Caffrey, Springfield.

Third District, Oliver Myers, Toledo.

Fourth District, Carl Scholtz, Baltimore.

Fifth District, H. H. Broach, Des Moines.

Sixth District, Lawson Wimberly, Port Arthur.

Seventh District, Charles J. Foehn, San Francisco.

Eighth District, Keith Cockburn, Stratford.

San Francisco Convention transacts great stack of business

The convention ground away remorselessly, night and day. Committee meetings were held during the evening, and on Friday, the fifth day of the session, the delegates decreed that they would meet at seven o'clock and continue until eleven. They adjourned on Friday night at 11:15. They worked on Sunday.

The convention brought more than 1,600 delegates from Canada and the United States, Alaska, Hawaii and the Panama Canal Zone.

Serious Work for Delegates

It was apparent from the beginning that the delegates were there for business, and very little recreation, though the competent local committee provided unusual entertainment for guests. On Wednesday afternoon the convention adjourned for an outing to adjacent Muir Woods, and on Thursday night a floor show and ball were given in the Civic Auditorium.

The mechanics of this convention were more complex, due to the great press of delegates, than in any other convention year, and on the whole the machinery of the convention ran smoothly. Registration due on Sunday, September 1st, was almost completed by Sunday noon. Secretary Bugniazet had the convention machinery well oiled, and running at high speed from the beginning.

Vice President John Regan, of Boston, distinguished himself as a presiding officer in those periods when President Brown was absent.

The Law Committee, headed by Cecil Shaw of Toronto, was in session in San Francisco 15 days prior to the opening of the convention.

Members of the union must wait until the official proceedings of the convention are published, and until the new constitution is published, for an accurate and firm report on the changes in fundamental law, but it is indicated that important work was done by the Law Committee, by the convention and by other committees, as follows:

By ratifying the report of the Pension Committee the convention in effect endorsed the text of the agreement between the In-

ternational Brotherhood of Electrical Workers and the National Electrical Contractors' Association, stabilizing the pension fund.

The pension to members was increased from \$40 to \$50 a month. The age of 65 for retirement was retained.

A slight increase in per capita for pensions was also voted.

The Law Committee and the convention increased the representation of delegates from non-beneficial locals.

Move was made towards raising the basic salary of International officers.

Refused to reduce the number of delegates from small locals.

Authorized the International Executive Council and International vice presidents to study the question of dividing vice presidential districts, and to increase the number of vice presidents.

The two International bodies must act by March 31, 1947.

During the course of the deliberations the convention was addressed by the Honorable Robert Patterson, Secretary of War; Honorable Earl Warren, Governor of California; Robert J. Watt, representing the American Federation of Labor; C. J. Haggerty, secretary of the California State Federation of Labor; W. F. Patterson, director of Federal Apprenticeship Service; Ray C. Kirkpatrick, director of Labor Relations, Federal Works Administration; and Paul Geary, executive vice president, National Electrical Contractors' Association.

The Pension Plan

Mr. Geary brought greetings from the large and powerful employers' organization, of which he is the operating head. He said in part:

"The NECA-IBEW Employees Benefit Agreement for the electrical contracting industry—frequently referred to as the one per cent pension plan—has been a matter of considerable discussion in the industry during the past year, and I believe that in some instances there have been some misunderstandings concerning it. In view of the fact that I worked with the committee and represented NECA in the final handling of this proposition it appears that a report from me on the origin, negotiation, progress and present status of that agreement is in order.

"This matter originated in a letter from your International Executive Council dated September 29, 1944, addressed to our association and signed by Charles M. Paulsen, chairman, and D. A. Manning, secretary. The letter in effect proposed that our association give consideration to the working out of a plan under which electrical contractors would, through the operation of their business, contribute on a national scale toward the maintenance of a pension benefit fund for the Electrical Workers of the industry. This was a new idea to which neither I nor, as far as I know, any other officer or repre-

representative of NECA had previously given consideration. The letter was referred to our Labor Relations Committee and soon thereafter Chairman Carlson of that committee communicated with Chairman Paulsen of your International Executive Council for the purpose of arranging for a meeting of our Labor Relations Committee with your I. E. C. War restrictions, overcrowded hotels and trains and the difficulty of selecting a convenient time and place caused some delay and the meeting was not held until March 29, 1945, in Washington.

Attitude of NECA

"During this meeting the need for supplementing your Pension Benefit Fund was discussed as was also the whole proposition of establishing greater security for the workers of our industry. The members of our Labor Relations Committee expressed themselves as believing that the employers in the electrical contracting industry, as well as the employers in any industry have a social obligation to discharge in assisting to provide for their aged and disabled employees, and that some economically sound plan that would receive public acceptance should be worked out for doing so. In view of the fact that it was recognized that a great deal of time and study would be required for the development of any plan, the joint meeting decided to appoint a small joint committee for that purpose. Accordingly, Messrs. Van Arsdale, Shord and Prelter were appointed from your International Executive Council and Messrs. Carlson, Clayton and Frazer from our Labor Relations Committee to serve on this Special Joint Industry Committee.

Negotiations

"The Special Joint Industry Committee had three meetings in Washington, April 17, June 21 and September 19, 1945, with International Secretary Bugniet and myself invited to sit in as advisors. Many problems

were encountered in the development of a plan. Some of which were:

"1. The absence of accurate employment statistics and payroll records from which an actuarial study could be made.

"2. The desire of the NECA representatives on the committee to develop a plan for the exclusive benefit of members of the Brotherhood employed by electrical contractors and to include in that plan not only pension benefits but also disability and hospitalization insurance; while the desire of the representatives of the Brotherhood was to develop a plan for augmenting your existing Pension Benefit Fund which is for the benefit of all of your beneficial members.

"3. How to establish and preserve the principle of joint administration of a plan—local as well as national.

"4. How to collect payroll assessments in each local wage area with a minimum of expense.

"The joint committee spent many weary hours in finding mutually agreeable solutions to these problems, which required the drafting of several proposed agreements incorporating various plans. However, patience and perseverance were rewarded and on September 19, 1945, a plan was agreed upon and drafted into an agreement which in substance provides for the local collection and transmission to a National Employees Benefit Board of payroll assessments in an amount equal to 1 per cent of the gross labor payroll paid by electrical contractors to members of the Brotherhood, and also provides for quarterly payments by that board to the existing Pension Benefit Fund of the Brotherhood of an amount equal to the total amount paid into that fund by all members of the Brotherhood for the same quarter. Any surplus accumulating in the hands of the national board to be used for the payment of further benefits or paid into the Brotherhood's Pension Benefit Fund if or when the agreement is ever

terminated. This agreement is so designed that functioning under its provisions will automatically extend and promote our industry's long established processes of orderly local collective bargaining.

"It has been commended by the A. F. of L. and the U. S. Secretary of Labor, and it has been favorably referred to by the President of the United States.

Ratification by NECA

"The national officers of our association do not have standing constitutional authority to sign an agreement binding our membership without first having the agreement ratified by a majority vote of the membership. In view of the fact that our 44th Annual Convention was scheduled to be held in Cleveland October 28-31, 1945, arrangements were made to have the proposed Employees Benefit Agreement submitted there for ratification. Most of the delegates at the convention were in favor of voting for ratification. However, some contended that those members who were not represented at the meeting should be given an opportunity to vote on the question in a mail ballot. Accordingly, the meeting adopted a resolution authorizing our Labor Relations Committee to enter into the agreement after its ratification by the general membership in a mail ballot—its final approval by legal counsel and approval of the payroll assessments as a part of costs by any governmental agency having jurisdiction. The mail ballot was conducted and closed on December 30, 1945. The tellers' report showed that about 70 per cent had voted in favor of ratification.

Approvals

"The next step was to secure the approval of legal counsel and the governmental agencies.

"The approval of legal counsel was a simple matter and required only a few minor changes in the language and arrangement of the agreement, the final draft of which was approved by our Labor Relations Committee on February 5, 1946, and by your International Executive Council on March 6, 1946.

"Securing approval from the governmental agencies has proven to be not so simple. The agencies involved are:

1. The U. S. Treasury Department for approval of the contractors' payments to the fund as a part of the cost of doing business and not taxable as profits. The present tax rate on a contractor's profits runs from 40 to 97 per cent.

2. The Office of Price Administration for approval to include the 1 per cent in the contractor's price to his customers.

"3. The Wage Stabilization authorities for permission to pay the 1 per cent as an authorized wage increase, or a decision that such payments do not constitute wages.

"A study of the laws and regulations indicated that the simplest procedure would be for us to get approval from the Wage Adjustment Board for the 1 per cent as a wage increase to be deducted from payrolls by the contractor and paid to the national board. Such approval would automatically clear us with OPA and would also prevent the Treasury, at least while wage control lasts, from taxing the payments. However, when wage control expires, we would then have to have Treasury approval for permanent use.

"Accordingly, on March 16, 1946, we filed for approval with the Treasury Department and on March 21, 1946, we filed with the



De Young Memorial Museum, San Francisco

Wage Adjustment Board. The Wage Adjustment Board considered the case on April 11, 1946. There we were up against our industry's good friends, the general contractors who have two out of the nine votes on that board. I was present and carried the ball for approval and strange as it may seem to you, the only assistance I had in two hours of debate came from the public members of the board. When the chairman finally called for a vote, the application was approved by a vote of 7 to 2, the general contractors dissenting. The two dissenters exercised their prerogative under the board's rules of procedure and demanded that the decision be pre-reviewed by the National Wage Stabilization Board before becoming effective.

"On May 7, 1946, after the general contractors had circularized the nation to get dozens of protests filed and had put all possible pressure on the National Wage Stabilization Board, it handed down a 10-page decision which, all boiled down, sets aside the decision of the Wage Adjustment Board and states that the Wage Stabilization authorities do not have jurisdiction over payments in reasonable amounts made to a pension benefit fund, thus giving electrical contractors authority to pay into the fund but no authority to collect the money from their customers.

"This put us in the position of having to go to OPA for authority to charge the one per cent to customers. There we went on May 10, 1946, and lo and behold on July 26, 1946, when OPA arose from its temporary grave, it had in its hand an amendment to RMPR 251 which states in effect that a contractor may legally include in his charge to his customers amounts paid into a pension benefit fund if such amounts have been approved as reasonable by the National Wage Stabilization Board.

Present Status

"This means that we now have all of the approvals required except the one from the U. S. Treasury Department. Since the decision of the National Wage Stabilization Board on May 7, we have repeatedly urged the Treasury Department to give us a ruling on our application of March 16. Recently your International President Brown and I solicited the help of a member of the President's Cabinet to induce the Secretary of the Treasury to cause the general counsel of his department to rule on the matter. As a result of that effort we received a letter from the Treasury Department stating that the matter is under active consideration and it is expected that a conclusion will be reached at an early date.

"It seems that five and one-half months should be ample time for any department of our Government to rule on any question. However, anyone who has ever had any dealings with the U. S. Treasury Department or its Bureau of Internal Revenue on tax matters will know something about how long it can take to get a ruling. We have no official information on the cause of the delay; however, we understand unofficially that it is alleged that some individual corporations have found a way to use the tax exemption features of approved pension benefit plans as a method of evading taxes to such an extent that the Treasury's general counsel is engaged in a study of the whole matter for the purpose of establishing new standards by which the approvability of such plans is to be judged. Our plan, it is said,



Public Library, San Francisco

is awaiting the establishment of these new standards.

"In view of the fact that such unofficial opinions as we have been able to secure make us confident that the Treasury's ruling will be a favorable one, E. C. Carlson, chairman, and myself as secretary of our Labor Relations Committee have signed the Employees' Benefit Agreement with your President Brown and Secretary Bugniatet, with the understanding that it will not be placed in operation until the Treasury's favorable ruling is received."

About San Francisco

San Francisco, the incomparable city of the West Coast, has had its hospitality sign out for Electrical Workers. Though Electrical Workers could not find time to do much sightseeing, the city spread its panorama of sea, mountain and festive streets every day. Most delegates brought wives and members of their families.

Delegates were surprised to learn that San Francisco proper has nearly a million inhabitants, and that there are two and one-half million inhabitants in the bay area.

The I.B.E.W. is strongly organized in this center, and San Francisco is an almost one hundred per cent union city.

Newspapers were at first hostile to Electrical Workers and to the convention. Two, in particular, tried to Peglerize the union.

The International Office considered the situation and decided to run ads in two of the leading newspapers to correct false impressions. These ads said:

"TO SAN FRANCISCANS:

"The International Brotherhood of Electrical Workers, 350,000 wage-earners in the United States and Canada, is committed to the cooperative way of life.

"First, we banded together back in 1891 to protect our standard of living. We have

thereby aided in raising and protecting the standards of living of every American.

"Second, we worked out and gave allegiance to a well-established policy of cooperative relations with employers. No union in the world has done more to forward sound employer-employee relations. Our Councils on Industrial Relations, established arbitral bodies, are known throughout the world. We have the cleanest record in this country on strikes.

"Third, we have pursued and extended the principle of democracy. We have fought democracy's fight in every field.

"We hold hundreds of contracts with utilities, railroads, broadcasting companies, motion picture companies, contractors, manufacturing establishments, and the Government.

"You do not need to fear us. We are folks like you.

**"INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS**
Home Office: Washington, D. C."

"TO SAN FRANCISCANS:

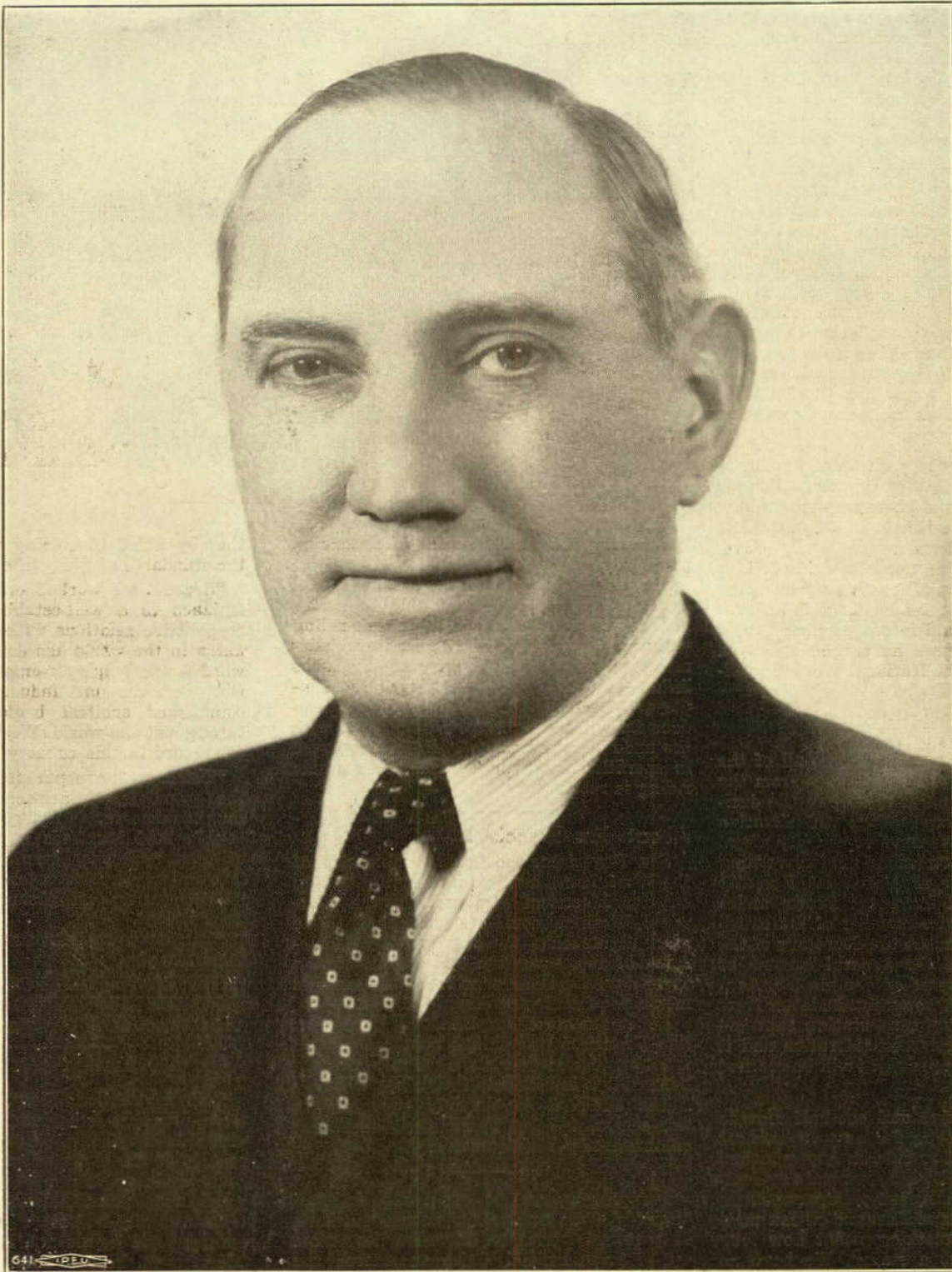
"The International Brotherhood of Electrical Workers is an institution 55 years old. It is established in every major community of the United States and Canada. It is made up of 'folks' just like you—good Americans who hold responsible positions as city and state officials, city inspectors and legislators. They make your lights burn, keep dynamos running, and help build houses, do necessary work.

"To indict such an organization as thugs and gangsters is to insult San Francisco.

"Just now we are about to hold an election in our union, but there will be no trouble.

"We are committed to the goals of democracy. We are inured to the ways of democracy. We shall leave no stain behind, after our election is over.

(Continued on page 368)



DAN W. TRACY
International President-Elect



G. M. BUGNIAZET
International Secretary

"We shall return to our communities in Canada, Alaska, Hawaii, Panama Canal, East and West, ready to continue to serve. There are 350,000 of us—all committed to the American way of life.

**"INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS**
Home Office: Washington, D. C."

"TO SAN FRANCISCANS:

"Here are some of the things about the International Brotherhood of Electrical Workers you never hear about.

"It is 55 years old—a longer, continuous life than that of any corporation.

"It maintains a death benefit fund that writes inexpensive, sound death benefits on its members in a hazardous occupation, with no overhead charges.

"It maintains a pension system that pays \$42.00 a month to 2,500 members over 65.

"It owns its own fine headquarters building in Washington, D. C.

"It does business in every major community in the United States and Canada.

"It had 35,000 members in the armed forces. It won approbation from U. S. Department of War, U. S. Navy, American Red Cross, U. S. Treasury Department.

"It publishes an internationally known journal monthly.

"It operates a research department.

"It has given men to serve in city, state and Federal governments.

"It is solvent. It pays its bills.

"It expects fair play from San Franciscans.

**"INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS**
Home Office: Washington, D. C."

Robert J. Watt, as official spokesman for the American Federation of Labor, extended greetings of the President of the A. F. of L. to the convention:

Mr. Watt said in part:

"We need to do more to let the public know that the American Federation of Labor has been the leader of the forces that have fought for democracy everywhere. We have had basic ideals and have fought in every state in the union for measures that went far beyond the matter of dollars and cents for our members. We have been the leader of the fight for civil liberties, in the battle for public education, in the war against child labor and poverty.

"Long before the 'Johnny-come-lately' government-fed unions arrived on the scene, we led the fight to carry on the best in the American system and root out the evils in that system. Sometimes we have strayed, often we have faltered, but by and large we can be proud of the record we have made. No other organization, in this or any other nation, can match that record.

"We have recognized that our specific responsibility as a labor organization grows out of the nature of our organization. We have recognized that our primary function is that of collective bargaining representatives for the American workers. We have stuck to the job of being a federation of labor organizations, speaking on behalf of our millions of members. We have not become the pendulum swinging hopelessly and helplessly as the tail of any political kite. We have never been swallowed up by a political party, and have never tried to swallow one."



Famous Fisherman's Wharf, San Francisco

Secretary of War Patterson, Governor Earl Warren and local Mayor Roger Lapham praised the war efforts of the I.B.E.W., and pointed out that labor had an increased status in society.

The question of apprenticeship held the interest of the delegates. Director of Apprenticeship Training Patterson spoke to the convention, and Secretary Bugniet's report to the convention stressed the importance of a thorough-going apprenticeship program.

William F. Sheehan, of Boston, was Chairman of the Apprenticeship Committee. This committee made a report of significance to the convention. This report stated:

"Report of Apprenticeship and Education Committee

"Much water has gone under the bridge since the St. Louis Convention in 1941. We were then making rapid strides in the matter of training apprentices, but greater strides are being made in the present period. During the five-year period the national standards have been revised and improved to a considerable degree. The National Joint Apprenticeship Committee should be complimented and praised for its untiring efforts to bring forth a set of standards that hold the highest rank of any set in the country. The informative reports sent out periodically, together with the many articles which have appeared in the JOURNAL, prove to us that this matter is given important consideration by the officers and staff.

The important fact about the present situation in apprenticeship education is that it is no longer an academic question. It has turned into a question of supplying manpower for the greatest production system of the world. This is indicated by the fact that the national housing expediter has himself taken a great interest in the prob-

lem of apprenticeship and has given practical aid to the Federal Apprenticeship service so that more joint local apprentice committees can be set up. It is indicated also by the fact that anti-union forces are all-too-willing to obstruct the progress of the training program under union leadership.

"We must be alert to any movement from within or without to sabotage our program by forcing upon us short and insufficient training courses to replace that type of program which will produce a well-trained journeyman electrician. There is no short cut to learning.

How Many Should Be Trained

"In keeping with the trend of the time, therefore, one of the present questions now before unions is the number of apprentices which are to be trained. Some government people have suggested that apprentices to the number of 200,000 for the building trades alone should be trained. Within a period of two short years the unions have put upon the lists 50,000 apprentices in the building trades alone. If the unions were sure of full employment, they could well prepare for a training list of possibly 100,000 apprentices, but because full employment may not be a permanent thing, and we may be headed for a serious depression in the next two to five years, the unions must guard that they do not become oversaturated with apprentices. They do have a backlog which must be overcome. During the long depression from 1930-1940 not many apprentices were trained. Then came the war and apprentices could not be trained adequately, due to the fact that shortcuts in training had to be taken. This means that a great new training program must be launched, and the candidates given a thorough and fundamental craft education. The General Committee on Apprenticeship for the Construction Industry, on which the

(Continued on page 388)

ELECTRIC Work in War Housing Projects

By HERMAN B. BYER, Assistant Chief, Employment and Occupational Outlook Branch,
U. S. Bureau of Labor Statistics

AT a group of war housing projects containing about 14,000 dwelling units, electric work required not quite 14% man-hours per house. This was for the house wiring itself, from service entrance to outlets, plus hanging of fixtures. Electric work on nonresidential buildings which were put up at some of the projects, and outside work on service lines and street lights, are of course not included.

The projects, 24 in number, were built in many localities from the Atlantic to the Pacific and from New England almost to the Gulf. Fifteen of them were prefabricated, eight were built by conventional methods, and one was the moving of a few dozen prefabricated houses which had been built as a part of one of the other projects.

All of these projects were large, by ordinary peacetime standards. The smallest, except for the moving job, was 100 houses. Three of the eight conventional projects contained 250 or more houses each; and 12 of the 15 prefabricated projects were 250 houses or over, while eight of them were 500 houses or over. Obviously the work could be planned in more detail and carried out with greater specialization than is common for house-building operations of common size. This is reflected in the man-hours.

The Projects Started

All but one of the prefabricated projects were started after Pearl Harbor Sunday and carried out during the early part of the war. Four of the eight conventional projects were started during the early months of 1941. This difference in timing affected the work to be done, because standards of design were changed by the necessity for conserving critical material. Because the materials for electric work consist so largely of copper and steel, the difference was greater here than for some of the other trades.

Furthermore the 1942 projects were started while the great construction program of war plants and military facilities was getting under way, for which the nation's construction workers were needed urgently. Hence the prefabricated houses were designed to a somewhat greater extent than the conventional group so that they met minimum requirements with the least possible use of scarce materials, and with similar reduction in manpower requirements. Another difference was in size. Average gross floor area of the conventional houses was about a quarter greater. Also, one of the conventional projects consisted of good houses built for sale, which had considerably more complete electrical installations than the houses in the other projects, all of which were public war housing.

As between the two groups of projects, man-hours for electrical work were 20.1 per house for the conventional houses and 13.4

Low-down on cooperative houses and costs on prefab and conventional houses

for the prefabs.¹ Differences in the houses and the installations, rather than the type of construction, caused a large part of this difference in man-hours, but it is not possible to say just how much. The figures are based on copies of payrolls for the work as it was done; these cannot be changed into figures for work done under a different wiring layout without being changed from fact to opinion. However, all electrical work was done at the construction site for 11 of the 15 prefabricated projects, where there was no opportunity for the time savings associated with factory work.

Time-Saving Element

No evidence was found, however, that any time saving is made in electrical work by wiring the panels at the prefab plants; in fact, the reverse seems to be the case. At four projects electrical work was started at the factory with wiring of the panels as they were being made, and the remaining electrical work was done at the site after the pan-

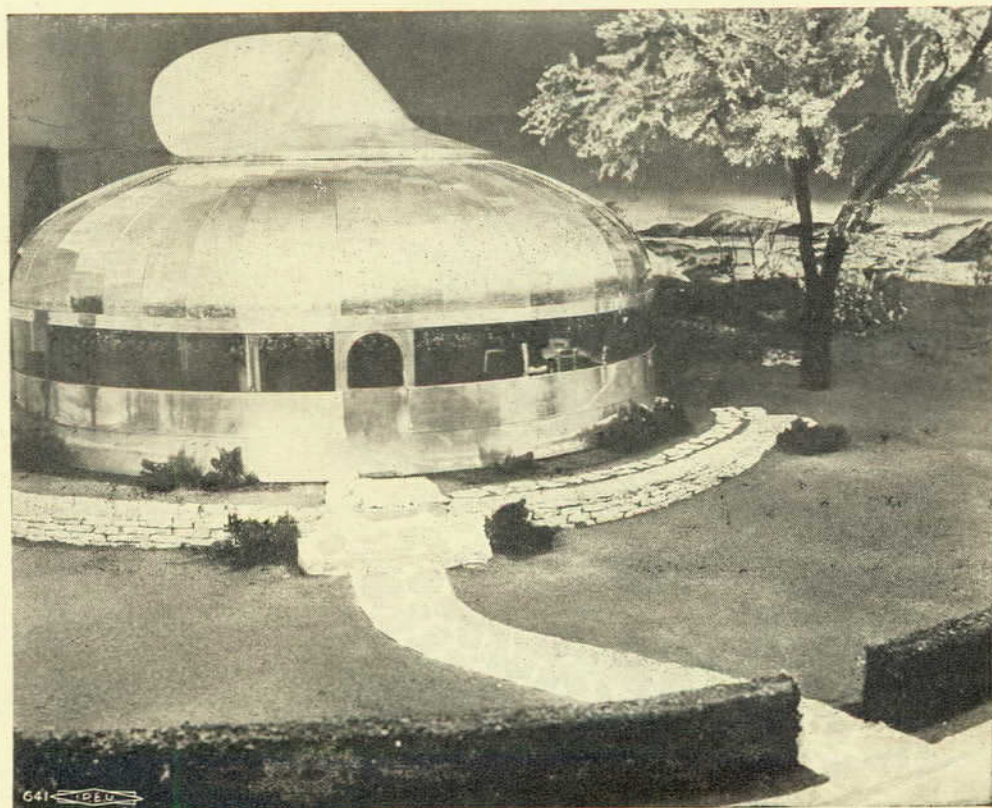
¹ Includes foremen, journeymen, apprentices and helpers; excludes electrical superintendents, clerks and laborers.

els had been erected into houses. For these four projects, man-hours per house for the electrical work were 11 per cent greater than for the other prefabricated projects, in which all electrical work was done at the construction site.

By its nature, electric wiring is distributed throughout an entire house. If that house is to be prefabricated in separate panels, many (probably not all, in most cases) of the wall, partition and ceiling panels must include electric work, whether this is installed at the prefabricating plant or during construction. The difference in man-hours indicates that for electrical work the advantages of factory conditions, while the panels are being made, are not enough to make up for the additional work of wiring the panels as separate individual units and then hooking these up after the house has been erected. The number of projects included—four with factory wiring and 11 without—is not sufficient for final proof of this point, but certainly these cases show that any expectation of important time saving from electric wiring at prefabricating plants is not likely to be realized.

These four cases of shop wiring were carried out at four different plants. At two of these the shop work was done by the same electrical subcontractor who did the later work at the site. Base rate for journeymen was the same for shop work as for site work, in one of these two cases, and all of the shop work was done by journeymen. In the other case base rate for journeymen was actually a few cents an hour higher for the shop work than it was for the site work. Here the houses were put up near a small city a few hundred miles from the prefabricating plant, with a somewhat lower wage scale. Wiring of the panels for the other two projects was done by the prefabricators themselves.

Electrical work at the site was done by an electrical subcontractor at 23 of the 24
(Continued on page 395)



The Fuller House in landscaped setting

Courtesy Fuller Houses, Inc.

Distribution of APPRENTICES

Throughout the Country

WASHINGTON statisticians estimate that as of June, 1946, 48 thousand new apprentices were in training in the building trades of the country. This is the greatest number of apprentices on hand in the history of the construction industry and is probably the greatest number of apprentices in proportion since the beginning of the great depression in 1930. Debate is going forward in Washington, however, as to how many apprentices should now be absorbed by the building trades. The statisticians employed by Mr. Wilson Wyatt, housing expediter, foresee a tremendous construction program within the next year or two and believe that there should be at least 100 thousand apprentices being trained today with a much higher figure in mind for 1948. Building tradesmen, however, are more conservative in their needed estimate. They place the figure for the present period at 75 thousand maximum. Building tradesmen believe that the 75 thousand represents 10 per cent of the total 750 thousand skilled craftsmen expected to be needed by the housing program. Whichever figure is taken, it is noteworthy that the present 48 thousand which represents, from one point of view, a high figure, is not enough to meet the needs of the building construction industry. There has been such a dearth of apprenticeship training over the last 10 or 15 years that a large backlog has been developed

Building trades advance. Natural concentration in industrial centers, but training is also needed on fringes

which must be overcome before anything like normalcy appears. About 5 per cent of the working force must be fed into the industry every year to take up the losses from natural causes like retirement, illness, death, etc.

Local Shortages

Another development that is showing itself from the figures gathered by the Apprentice Training Service of June, 1946, throws light on the distribution of the present apprenticeship training activity. The big centers are naturally going forward with plans for apprenticeship training. Apprenticeship training activity is not so evident in the smaller towns and cities but the housing program of the United States Government is expected to reach these fringe towns and cities, and local shortages of apprentices are expected to develop.

A tremendous campaign is going forward to set up local joint labor-management committees of apprentices in every section of the United States. This campaign cannot possibly be successful unless the unions aid

materially in forwarding the work of the Apprentice Training Service.

As far as numbers are concerned, California is the banner state of the union in carrying on apprenticeship training; Ohio comes second; New York, third; Texas, fourth; Michigan, fifth; Pennsylvania, sixth; Illinois, seventh; Wisconsin, eighth; Tennessee, ninth; and Minnesota, tenth.

Leaders in Field

As far as the crafts go, the Carpenters' union seems to lead the building trades group in apprenticeship activity. The Electrical Workers are a close second. We publish in full on another page a chart showing the distribution by craft and by state of the apprentices now in training.

Below you will find the record of certain state apprenticeship activities by cities.

Government statisticians make the following comment on these figures:

"An examination of the attached tables showing the distribution of apprentices in the building trades as of June, 1946, by state, city and craft reveals the following:

"1. The training program in some states is centered too much in one city or sometimes two cities.

"2. In some states there is a lack of balance between the different crafts. Carpenter apprentices are the most widely distributed and the most numerous. Apprentices in the bricklaying craft are noticeably absent in too many of the larger centers and even in some states.

"3. A craft by craft comparison of each state for May and June show many cases where fewer apprentices are reported for a craft in the month of June than in May.

"4. Some states, Ohio for example, have excellent well-balanced programs. There are good programs in parts of other states."

State and Locality	Brick-layers	Carpenters	Electr. Constr.	Lathers	Painters	Plasterers	Plumbers	Sheet Metal	Roofers	Tillers, etc.	Other Trades	Total
CALIFORNIA												
Los Angeles	52	2686	1800	60	260	162	365	440	40	30	313	6208
San Diego		258	122		64	34	127	43				648
San Francisco	20				130		139			16	31	336
Sacramento		185	40			7	39	27				298
Bakersfield		153	25		17	10	17	18				195
Santa Anna		165			5	15						185
San Bernardino		130			17							147
Santa Barbara		54	8		16		10					88
Ventura		12	23									35
Riverside		56					15					71
Peninsula Area					32							32
Chico		10			5		5	3				23
Yuba		15					5					20
Roseville		7			5							12
Redding		6	4				4					14
Oroville		8										8
Willows		6										6
Total	72	3706	2022	60	551	228	726	531	40	46	344	8326

State and Locality	Brick-layers	Carpenters	Cement Finishers	Electr. Constr.	Lathers	Painters	Plasterers	Plumbers	Sheet Metal	Roofers	Tilers, etc.	Other Trades	Total
NEW YORK													
New York City	530	615	30	500	30	5	220	350	210	4	17	105	2616
Buffalo	50	211	10	96	14	51	10	80	50		8		580
Westchester Co.	54	250				42		40					386
Rockland Co.		80		35				25					140
Mount Vernon				60				46					106
Niagara Falls	9	33	2	16		7	5	20			5		97
Nassau Co.		30		40				15					85
Middletown		35						30					65
State wide								30					30
Yonkers	10												10
Lockport	6	8						4					18
Total	659	1262	42	747	44	105	235	640	260	4	30	105	4133

State and Locality	Brick-layers	Carpenters	Cement Finishers	Electr. Constr.	Lathers	Painters	Plasterers	Plumbers	Sheet Metal	Roofers	Other Trades	Total
ILLINOIS												
Chicago			29	452	60	206	112	333	161	59		1412
Rockford	19	23		26		17	8	15	15		6	129
Springfield		62		27		21						110
Fox Valley		55										55
Decatur		22		11		10		6	3			52
Danville	9	12		14		9		5				49
Elgin	8			10	2		4	10				34
Alton	7	15		9		9		4				44
Joliet				6		10		11	5	4		36
Kane County						27			9			36
Bloomington		11						16				27
Jacksonville	2	12				5						19
Aurora				12				4				16
Murphysboro	11											11
Wheaton				10								10
Elmhurst						10						10
Waukegan	10			2								12
Naperville	10											10
Champaign						9						9
East St. Louis							8					8
Hinsdale								7				7
De Kalb								3	3			6
Granite City						5						5
Dixon												5
Belleville								4				4
Savannah		3										3
Kankakee							2					2
Total	76	215	29	579	62	343	132	420	196	63	6	2121

State and Locality	Brick- layers	Carpen- ters	Electr. Constr.	Painters	Plasterers	Plumbers	Sheet Metal	Total
KANSAS								
Wichita	7	55	30	14	5	22	8	141
Topeka	9	37	13	13		11	7	90
Salina	3	19	7	9		7		45
Hutchinson	4	19	8	8		9		48
Coffeyville		14						14
Total	23	144	58	44	5	49	15	338

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(Continued on page 396)

**APPRENTICES IN TRAINING UNDER DIRECTION OF JOINT APPRENTICESHIP COMMITTEES OF THE
BUILDING TRADES, JUNE, 1946. REPORT BY THE APPRENTICE TRAINING SERVICE**

State	Brick- layers	Carpen- ters	Cement Finishers	Electric Const.	Lathers	Painters	Plasterers	Plumbers	Sheet Metal	Roofers	Tilers, etc.	Other Trades	Total
California -----	79	3,706	--	2,022	--	581	228	626	531	40	46	344	8,263
Ohio -----	598	1,265	28	538	31	456	159	592	381	59	7	248	4,362
New York -----	659	1,262	42	747	44	105	235	595	305	4	30	105	4,133
Texas -----	128	1,473	--	419	22	212	31	403	148	--	--	63	2,899
Michigan -----	400	843	22	434	16	195	46	318	284	--	--	40	2,598
Pennsylvania -----	250	522	158	365	11	247	43	485	179	8	7	53	2,328
Illinois -----	76	215	29	579	62	343	132	420	196	63	--	6	2,121
Wisconsin -----	134	663	--	148	5	140	5	170	67	--	--	46	1,378
Tennessee -----	58	537	--	406	--	95	8	142	55	31	--	12	1,344
Minnesota -----	76	444	31	269	--	97	41	114	124	--	8	77	1,281
Florida -----	71	632	--	309	--	90	18	104	--	--	--	--	1,224
Washington -----	64	679	--	109	8	101	23	90	109	--	4	35	1,222
Connecticut -----	110	364	--	130	--	201	--	177	82	28	--	37	1,129
Alabama -----	87	446	--	221	--	125	6	117	18	58	--	50	1,128
Missouri -----	95	387	--	140	14	99	26	162	58	--	--	37	1,018
Colorado -----	36	300	--	62	5	60	17	71	20	54	--	328	953
Louisiana -----	62	269	11	284	6	53	11	93	94	14	--	21	918
Indiana -----	104	261	2	183	6	102	16	109	111	8	1	7	910
Georgia -----	55	388	--	242	--	28	--	102	55	--	--	24	894
Oregon -----	20	354	--	165	18	65	13	114	66	--	--	47	862
Maryland -----	144	216	--	171	--	42	--	137	60	--	70	--	840
Massachusetts -----	8	205	--	107	--	41	--	197	64	--	--	52	674
Arizona -----	26	168	--	143	--	72	18	96	76	--	8	5	612
Iowa -----	39	225	10	54	2	73	4	117	68	--	--	10	602
Oklahoma -----	43	217	2	75	--	55	--	100	34	10	--	13	549
New Jersey -----	75	155	--	--	--	40	--	85	--	--	--	62	417
Kentucky -----	26	84	--	105	--	17	5	96	39	--	--	--	372
Nebraska -----	54	126	6	70	--	20	4	34	25	--	4	--	343
Kansas -----	23	144	--	58	--	44	5	49	15	--	--	--	338
Idaho -----	3	96	--	40	--	33	7	13	7	--	--	118	317
New Mexico -----	--	135	--	85	--	--	--	39	--	--	--	--	259
District of Columbia	17	42	--	34	--	48	--	66	19	--	--	28	254
South Carolina -----	12	145	--	61	--	--	31	3	--	--	--	--	252
Mississippi -----	--	132	--	18	--	--	--	58	19	--	--	--	227
Virginia -----	15	54	--	46	--	20	--	66	17	2	6	--	226
Utah -----	--	146	--	4	--	35	6	2	12	--	--	8	213
Arkansas -----	16	81	--	25	--	39	--	31	18	--	--	2	212
Montana -----	--	129	--	--	--	--	--	17	--	--	--	--	146
Vermont -----	1	--	--	--	--	--	--	--	--	--	--	145	146
West Virginia -----	15	34	--	37	--	--	3	50	--	--	--	--	139
Wyoming -----	4	56	3	9	1	17	4	18	5	--	--	6	123
Nevada -----	--	50	--	15	--	4	4	17	15	--	--	--	105
Rhode Island -----	--	13	--	--	--	7	--	38	10	--	--	--	68
New Hampshire -----	--	50	--	--	--	--	--	16	--	--	--	--	66
South Dakota -----	3	32	--	4	2	3	3	--	--	--	--	--	47
Delaware -----	--	--	--	--	--	--	--	--	8	--	--	--	8
Maine -----	--	--	--	--	--	--	--	1	--	--	--	--	1
North Carolina -----	--	--	--	--	--	--	--	--	--	--	--	--	NR
North Dakota -----	--	--	--	--	--	--	--	--	--	--	--	--	NR
	3,686	17,745	844	8,933	313	4,005	1,154	6,350	3,394	379	191	2,029	48,521

How do students regard utilities and utility workers? Here is an answer.

THIS paper deals in summary fashion with the theory of labor relations in the public utilities. No attempt is made to present a thorough history of those relations; few historical facts are cited, and then only to point up matters of theory. Similarly, I have not transcribed detailed statistics pertaining to this subject—merely those sufficient to illustrate a point where necessary.

To further define the scope of this study, we may ask, "What is a public utility?" According to the Labor Department, in its Wages and Hours Division's Memorandum to Industry No. 69 issued in October 1943, it refers to "a concern engaged in the production and distribution of gas, electricity or steam, the distribution of water or the operation of sanitation facilities". It may be suggested that public utilities, in the broadest sense, include all industries that affect the public interest and therefore might include such far-reaching industries as steel. However, the effect that the steel industry has on the public, and it certainly does have a great effect, stems from the marked development in the size and inter-relationships among industries rather than from the inherent structure and functioning of that industry itself. It is those that are classifiable according to the latter criterion in which I am interested.

About Railroads

Railroads are justifiably considered by many to be a public utility, but there are significant differences in the nature and history of both this industry and the development of its labor relations. In some respects (as in the element of competition, for example), it, like inter-city bus transportation, seems to fall in between public utilities and general industry. It would properly serve for a separate and extensive study in and of itself, and is therefore outside the scope of this paper.

On the other hand, I believe the Labor Department definition to be too narrow. We ought to also include municipal transportation and the communications industry (telephone and telegraph). However, as far as the purposes of this paper are concerned,

Labor Relations in Public UTILITIES

By MAX SHOR, American University

Student at Washington institution analyzes basis for cooperation, and conflict

those industries are generally similar to those listed by the Labor Department—the electric light and power industry, for illustration. The generalizations I will make are true, for the most part, for all; differences are specified.

Labor Relations

Labor relations in the public utilities differ in some respects from those in industry in general. Employees of the utilities are the same as others, having the same general problems, seeking the same goals. It is obvious that the special nature of their adjustment to their job and their dealings with their employer stems from the special nature of the utilities themselves. It is therefore necessary for us to first understand that the manner in which the utilities vary, is unique:

1. The service or commodity provided is of common necessity, basic for the proper functioning of the community. The essentiality of power, light, heat, mass transportation facilities, etc., is obvious. (This, incidentally, is a primary basis upon which the government has taken over ownership and operation of utilities, from canals, bridges, ferries and post office systems in the early days of the country to electric light and power companies and subway systems more recently.)

2. Public utilities are a monopoly using certain peculiarly favored spots or lines of land. They may have been a natural monopoly, such as one individual or concern possessing the sole source of water for a community—as did occur occasionally in the

past. Or, as is most common nowadays, it is a granted monopoly. The community, through its governing body, gives the company the sole franchise to operate the utility in that area.

3. The granting of the monopoly is economically advisable because of the third characteristic, namely the very great initial capital investment in plant structure and operating facilities. This creates large, fixed overhead maintenance costs that constitute a major portion of total costs and make a duplication of these fixed facilities wasteful. Recognition of this has brought about the consolidation, through the years, of utilities serving the same or neighboring locales, into large, powerful, single operating and financial units.

Rules of the Franchise

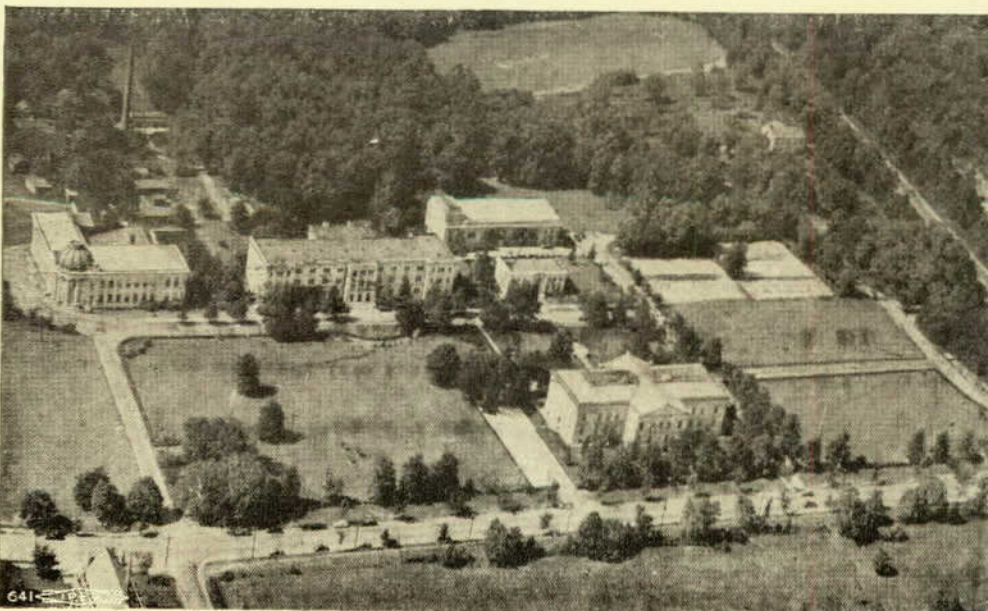
4. In return for the special monopolistic privileges given the utility, the franchise compels it to accept regulation and control by a public body as to its rates, dividends, returns, investments, safety of operations and other financial and operational matters. This represents the belief that its transactions with its customers and its investors are of special nature, and that, moreover, the latter two groups are to be protected from the power that monopoly inevitably carries with it. This control serves to assert the fact that public rights are superior to private rights. Apparently it is not believed that there is anything special in the utility's relations with its employees, but that will be dealt with later.

5. The service is of course furnished immediately and directly from the operation of the facilities. The street car moves and brings us where we wish to go only if it is operated at that time. All services are of course of that nature. But the commodities too—gas, electricity, etc., are non-material, standardized and locally and immediately consumed. They cannot be separated from the activity of worker or equipment nor can they be stored up by the consumer. The plant, the operating facilities and the employees all have to function at that time that the consumer consumes the service or product. As a corollary, it also follows that since demand exists in "peak and valley" quantities and during most if not all the 24 hours a day, there is almost continuous, day-through-day operation of facilities with a greatly varying output at different hours of the day.

Utilities Always in Demand

6. There is comparatively little cyclical and only slightly more seasonal variation in demand for utilities. Even in bad times, the consumer must cook his or her meals, put the light on at night, make phone calls and ride to and from work. He can save but little on these. With the exception of utilities providing gas or steam heat, these needs continue throughout the year. Moreover, there is a large ratio of maintenance workers that

(Continued on page 394)



AMERICAN UNIVERSITY, WASHINGTON, D. C.

Britain Makes Technical Progress in POWER

By KENNETH LEWIS, British Journalist

DEMANDS made upon Britain's electric supply by the various wartime industries were the greatest ever experienced. In 1945 we used 45 per cent more electric power than in 1939.

Throughout World War II, Britain's grid system maintained a continuity of supply despite bombing raids aimed at interrupting that supply.

The grid not only supplies electricity for Britain at a low cost per unit, but provides a means whereby power generated in one part of the country can be despatched to aid another area which may be unable to satisfy local demands due to overload or breakdown.

Great National Plan

For the construction of the grid, the country was divided into 10 main areas. The plan for each area was so conceived and designed that each would dovetail into the other to complete a great national plan.

The first section of the grid was put into service in central Scotland early in 1930. In this great national power scheme there are 5,158 miles of transmission lines; over 36,000 pylons averaging 75 feet in height carry these lines. The largest towers are situated on either bank of the Thames at Dagenham—they are 487 feet high and weigh 290 tons each. There are 349 transforming and switching stations with a total capacity of over 18 million horse power.

More than 200,000 tons of steel were used in the erection of the grid towers which stretch from the Grampians to Lands End. 15,000 tons of aluminum, produced near Scotland's highest mountain, Ben Nevis, were used for making overhead wires. Not the whole of the grid passes overhead; a portion goes underground and includes cable filled with oil, multi-cored cables, and a cable of special design surrounded by nitrogen under pressure. Britain's pottery industry was involved in the grid scheme; it produced porcelain insulators made from china clay, felspar and quartz. Construction of the grid created great activity in a number of other of Britain's industries including coal-mining, iron and steel manufacture, cable-making electric-equipment manufacture, the cement and pottery industries, and building and contracting. At the end of 1945, £38 million (\$152 million) had been spent on the project.

Standard Frequency Established

First step was to establish a standard frequency throughout the country in order to complete the inter-connection of electric supply. This was done at 50 cycles per second. In areas where the frequency was not 50 cycles a change was involved. 903,-

Power and light by electric grid

725 kilowatts of generating plant and 100,-700 motors involving 1,840,968 horse power, were converted. This part of the scheme alone cost £16 million (\$64 million).

The largest generating station in the grid is that owned by the County of London Electric Supply Co. Ltd., at Barking, where the grid sub-station has also the largest installation of transformers.

In all, the total output of the power stations which make up the national power scheme ranges from 10,000 kilowatts in the smallest to 540,000 kilowatts in the largest at Barking.

The grid plan provides for the base load being carried chiefly by the larger stations, where generation is most economical. Smaller stations are retained only during peak periods. In the summer months when lighting and heating demands are low, and during weekends when industrial demands are reduced, these stations close down.

Transformers to Increase Pressure

In the grid power stations great transformers are used to increase the pressure of electricity being sent out on the main

lines. The power is transmitted to a switching station where it may be reduced in pressure by a half or third or even lower before going out over secondary lines to local supply undertakings.

Electrified sections of the railways and most industrial undertakings take supplies off the grid at high voltages; villages and farms take it at lower voltages. Different types of transformers are used accordingly. For example, in the case of villages the transformers are sometimes placed in kiosks, while for individual farms or small groups of consumers small transformers are set up, mounted on poles.

The aim and the achievement of the grid has been to lower the general level of cost of production of electricity by the over-all co-ordinated control of generation and main transmission of all the electrical power required for public purposes and throughout the country.

At strategic points are control rooms connected by private telephone lines. In these rooms engineers are kept in constant touch with conditions at each generating station by telephone, signal, and switchboard. They are aware minute by minute of fluctuating demand. Their job is to so order generation and transmission that the electrical load is spread so as to assure economic running, fulfilment of demand and freedom from breakdown.

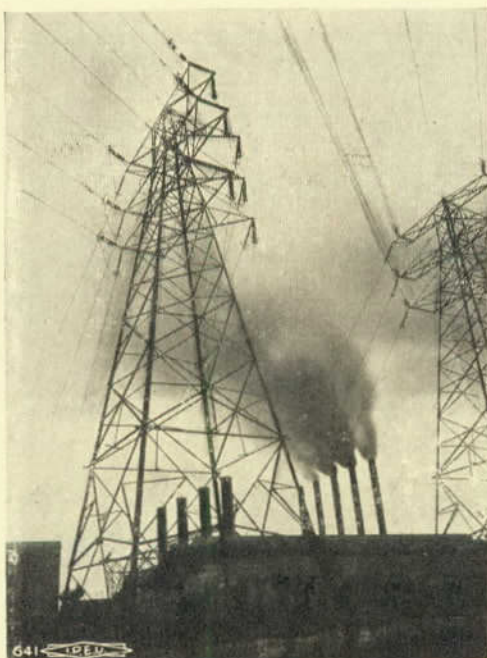
The great thing about the grid is that it is constantly being expanded. Unlimited quantities of electricity are made available through it, alike for industry, great cities and remote country districts.

The whole of this gigantic electrical development scheme began in 1928, is controlled by the Central Electricity Board. It was planned by the electricity commissioners and transmitted to the Central Electricity Board for execution. Before this board was set up to coordinate matters, electricity for public supply was produced in about 500 generating stations owned by municipalities or supply companies throughout the country. Now there are 142 of these stations. Others are in process of building and additions will be made when and where required.

Outlet for Water. Power

The grid also provides an outlet for the water power resources of Britain and a considerable amount of electricity is being fed into the system from hydro-electric stations in Scotland and Wales. Before the grid was completed most of the scattered communities in the countryside were without the amenities of electric power. The grid has brought a revolution to their way of life. There are now over 70,000 electrified farms in Britain and the distribution among the rural areas is developing month by month.

Shortage of electric equipment held this development up during the war. Now, it continues. In little time electricity will be made available without interruption in any part of the country for the service of more than 40 million people in Britain.



British Information Services Photo

INDUSTRIAL BRITAIN

The great pylons in the foreground of this picture are part of Britain's "grid system," by which even remote villages in the countryside are supplied with electric light and power. In the background is a factory, its chimneys smoking with the work of war.

In 1945, I. B. E. W. Was 95% Employed

Here is an accurate, important description of employment and wages, and working conditions in our industry, made by the Research Department of the International Brotherhood of Electrical Workers.

LAST year, 1945, will go down in history as one of the most event-packed years of all times. Arduous warfare, the loss of a great President and international figure, V-E Day, the world-shaking advent of atomic energy, V-J Day, cessation of hostilities and then beginnings of demobilization and reconversion succeeded each other as the calendar slowly changed from January 1 to December 31.

For two-thirds of the course as the globe revolved through the days and seasons of 1945 the tempo of American economy and daily life continued at the fevered pace of the preceding war years. Then came defeat of Japan. Tension relaxed.

What happened to members of the International Brotherhood of Electrical Workers during this period reflects what happened to people throughout America at large.

What Is Full-Time Employment?

Throughout the war years and the preceding years of deep depression, then slow recovery, many I.B.E.W. members maintained faithful records of the work which they have performed. These records show that through August of 1945 electricians and workers in related phases of the broad electrical industry averaged close to full employment.

But in the very next month, after the events at Hiroshima and Nagasaki, their job opportunities dropped to less than 89 per cent of full time. By the end of the

But wages dropped considerably from peak war years

year it had further contracted to 84 per cent of full employment.

Full-time employment, according to I.B.E.W. standards, is 2,080 man-hours of work per person annually. This is equivalent to 52 weeks' employment at 40 hours weekly for each reporting member. As far as availability of work goes, 1945 was on the whole a fairly good year. Our members averaged 1980 man-hours each, or 95 per cent of the full time standard.

But as far as actual earnings are concerned, 1945 was somewhat disappointing. In comparison with immediately preceding years, which had seen large volumes of overtime work at substantial premium rates, annual income declined sharply.

Despite numerous increases in hourly rates, sequent to the temporary easing of wage controls following V-J Day, annual earnings for all reporting I.B.E.W. members combined averaged only \$2772 in 1945. This was more than 10 percent under their average earnings of \$3,085 in 1944.

Those of our members who are in "inside wireman" local unions—that is, in locals engaged entirely in the electrical building construction industry—received average yearly earnings of \$2,778 in 1945. Members belonging to the various types of locals attached to the electric power and light industry averaged \$2,328 for the year.

Last year was the fifteenth consecutive year for which significant groups of I.B.E.W. members have preserved statistical daily records of their actual individual hours worked and wages earned. Our data for

1945 were based on reports covering man-hour employment records of over 10,000 Electrical Workers. The figures on average annual earnings are based on a slightly smaller but still substantial coverage, since a few local unions filed reports of employment but not of earnings in their annual statements to the International Office.

Importance of Statistics

In modern days factual information plays a continually widening role in labor-management relationships. We are always proud of our members who recognize the importance of having accurate statistics at hand. We only wish that more of our members would see fit to keep this increasingly valuable information and see that it is reported annually to the International Office.

We would particularly like to see more of our electrical and radio manufacturing locals, our telephone and our radio broadcasting locals keep records of their true work experiences. At present we can make separate industry reports only for our construction and our utility locals. As fast as other types of locals report in large enough numbers to be representative of their industries we shall publish separate industry data for them also.

We are happy to take this opportunity to thank those who are patiently and diligently working with us to maintain these historical records. Without their fraternal cooperation we would be unable to measure the relative fluctuations from year to year in the economic welfare of our brothers or to foresee impending trends.

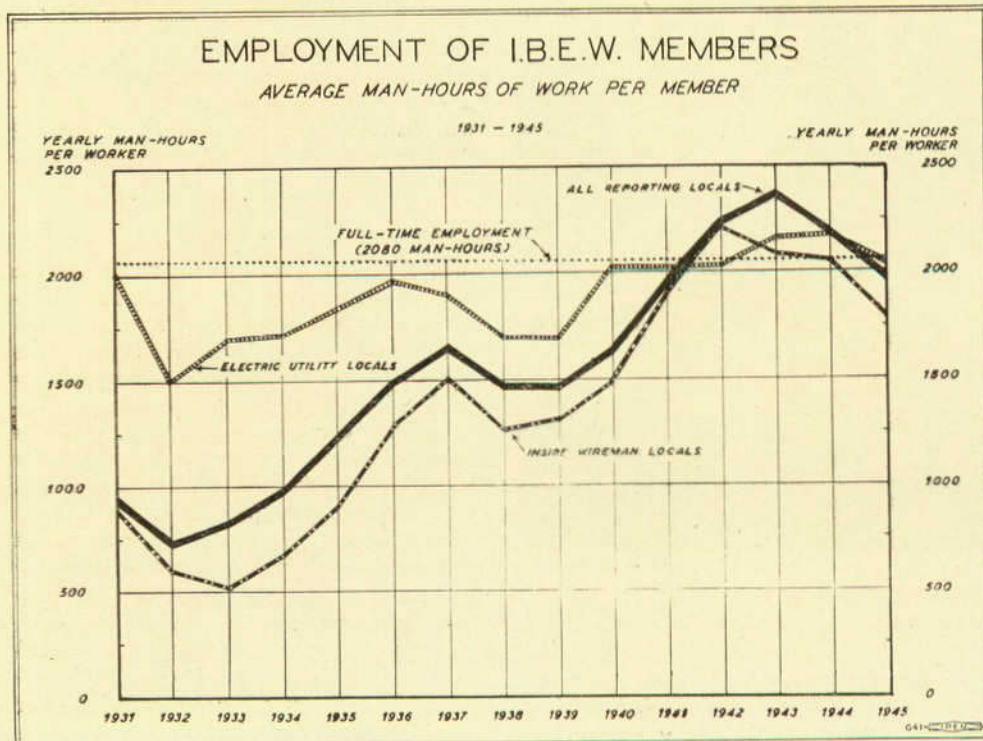
The checkered history of employment for Electrical Workers throughout the booms and the adverse times of the past 15 years lies indelibly written in the figures of average annual man-hours of work, per reporting member, shown in table I below.

I. Average Number of Man-Hours Worked Per Member
By Years, 1931-1945

	All Reporting Locals	Inside Wireman Locals	Electric Utility Locals
1945-----	1,980.1	1,799.7	2,042.9
1944-----	2,198.1	2,051.2	2,189.9
1943-----	2,385.0	2,085.0	2,178.6
1942-----	2,222.6	2,211.8	2,045.7
1941-----	1,951.2	1,901.0	2,030.7
1940-----	1,645.4	1,496.4	2,024.3
1939-----	1,458.5	1,318.2	1,708.7
1938-----	1,466.7	1,272.6	1,709.3
1937-----	1,658.3	1,505.6	1,914.0
1936-----	1,493.0	1,299.3	1,973.1
1935-----	1,236.8	905.3	1,855.9
1934-----	967.7	680.2	1,723.7
1933-----	822.1	515.4	1,700.9
1932-----	738.2	603.5	1,504.7
1931-----	931.3	887.4	2,002.5

Converting average man-hours worked, per member, into percentages of standard full-time employment, we find that through the good and bad years of the past decade and a half our members have fared as shown in table II. Comparable monthly figures for the Brotherhood for the years 1942 through 1945 will be found in table III.

The I.B.E.W. as a whole reached its peak wartime employment in the fall of 1943. This was the time at which American war production was at its highest pitch, as is demonstrated by the fact that the Federal Reserve Board's "index of industrial pro-



duction" (which is based on the average production in the United States for the years 1935 through 1939 as being equal to 100) attained its all-time maximum point of 249 in October 1943; it averaged 239 for that year.

Thereafter the production index declined slightly but steadily until V-J Day, then nose-dived, reaching a low point of 148 in February of this year. Since then it has revived slowly as reconversion got into full swing. In June 1946 (latest figure available at this time) the index of production stood at 171.

II. Percentage of Full-Time Employment* By Years, 1931-1945

	All Reporting Locals %	Inside Wireman Locals %	Electric Utility Locals %
1945-----	95.2	86.5	98.2
1944-----	105.7	98.6	105.3
1943-----	114.7	100.2	104.7
1942-----	106.8	106.3	98.4
1941-----	93.8	91.4	97.6
1940-----	79.1	71.9	97.3
1939-----	70.1	63.4	82.1
1938-----	70.5	61.2	82.2
1937-----	79.7	72.4	92.0
1936-----	71.8	62.5	94.9
1935-----	59.5	43.5	89.2
1934-----	46.5	32.7	82.9
1933-----	39.5	24.8	81.8
1932-----	35.5	29.0	72.3
1931-----	44.8	42.7	96.3

* Annual full-time employment equals 2,080 man-hours of work per reporting member (52 weeks of 40 hours each).

Wartime peak employment for I.B.E.W. members as a whole came in the month of September 1943. In that month they averaged as much as 23 percent in overtime—even after counterbalancing any failures of members to work because of vacations, temporary intervals of unemployment between jobs, illness or other reasons for absenteeism.

III. Average Monthly Percentage of Full Employment* For All Reporting IBEW Members

	By Months, 1942-1945			
	1945 %	1944 %	1943 %	1942 %
January ----	98.2	106.3	107.3	112.4
February ---	96.7	107.5	108.4	97.8
March -----	101.8	112.6	117.4	104.0
April -----	100.7	105.9	112.0	103.4
May -----	99.3	107.4	111.1	104.3
June -----	99.3	108.2	113.7	105.0
July -----	99.5	104.2	113.8	107.6
August -----	96.2	107.7	116.8	109.1
September --	88.7	99.6	123.1	111.6
October ----	87.1	104.6	118.5	110.5
November ---	88.0	102.9	113.4	108.0
December ---	84.5	101.6	118.0	107.7
Year -----	95.2	105.7	114.7	106.8

* Monthly full-time employment equals 173½ hours of work per member (2,080 hours annually divided by 12).

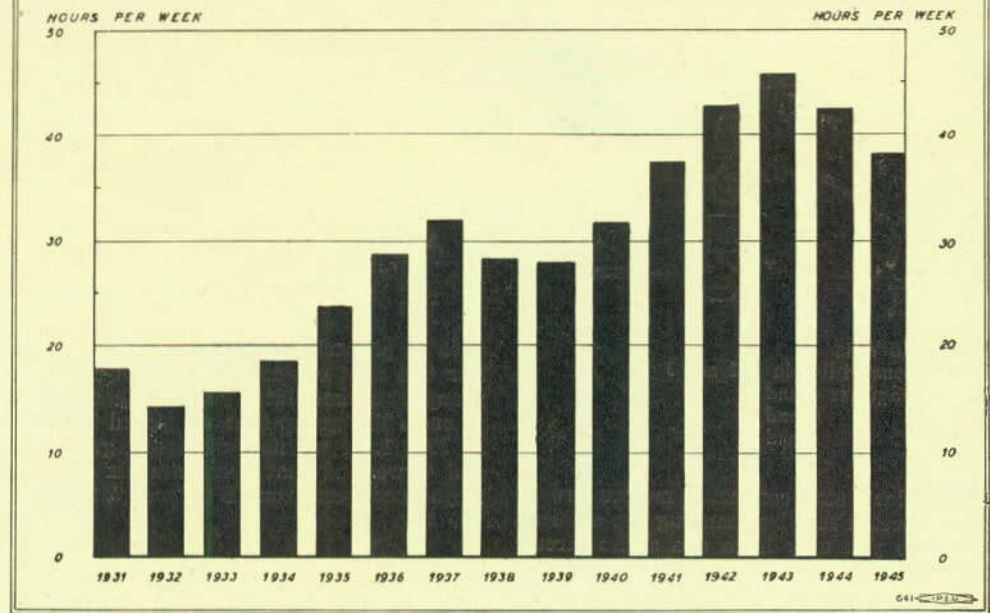
Members of building trades or "inside" locals saw their month of greatest employment in September 1942, at the height of the wartime construction program. That month they put in an over-all average of 14 percent in overtime.

As for Electrical Workers who are in our electric power and light utility locals, top

AVERAGE LENGTH OF WORKING WEEK

IBEW MEMBERS

1931-1945



monthly employment came for them in March of 1943. Average overtime for utility workers in that month was nearly 26 percent.

Hours Swing Upward

In terms of the length of the workweek, the magnitude of the full sweep from the depths of the depression to the wartime peaks is more graphic than it is in terms of average yearly hours of work or in percentages of full employment. For all I.B.E.W. members combined, the swing went from an average of only 14 hours of work weekly in 1932 to an average week of nearly 46 hours in 1945. Last year their average workweek amounted to 38 hours. (See table IV.)

IV. Average Number of Hours Worked Per Week

By Years, 1931-1945

	All Reporting Locals	Inside Wireman Locals	Electric Utility Locals
1945-----	38.1	34.6	39.3
1944-----	42.3	39.4	42.1
1943-----	45.9	40.1	41.9
1942-----	42.7	42.5	39.3
1941-----	37.5	36.5	39.1
1940-----	31.6	28.8	38.9
1939-----	28.0	25.4	32.9
1938-----	28.2	24.5	32.9
1937-----	31.9	29.0	36.8
1936-----	28.7	25.0	37.9
1935-----	23.8	17.4	35.7
1934-----	18.6	13.1	33.1
1933-----	15.8	9.9	32.7
1932-----	14.2	11.6	28.9
1931-----	17.9	17.1	38.5

Utility workers averaged just under 29 hours weekly in 1932 as against their wartime top of 42 hours weekly, on the average, in 1944.

The ones who have lived through the really phenomenal variations of fortunes are our building trades' workers. Last year they saw an average of 34.6 hours of work weekly. In 1942 they averaged 42.5 hours weekly or nearly a day's work longer.

But in 1933 members of our inside locals obtained less than even 10 hours of employment a week; and in 1932 only 11.6 hours; in 1934 but 13.1 hours weekly. Defend us from ever seeing days like those again!

With the warning of our past records before us it is perhaps time to pause and ponder over where we are heading today. Labor, management and Government should work together to exert every effort toward averting a postwar crash with its subsequent evil days.

In normal times both the volume of new construction undertaken and the quantity of electric current generated are sensitive indicators of general business conditions of the times. During the abnormal war period we concentrated on construction in the early years, then bent our energies to the large-scale production of essential war materials.

Our all-time peak volume of construction totaled 13.6 billion dollars in 1943 (see table V below). Thereafter the value of new construction dropped away to a mere 1.9 billion dollars for the latter half of 1944. Only slight steps in the direction of revival in construction came before the end of 1945, because of marked shortages in such vital building materials as steel, brick, lumber, plywood, gypsum liner for insulation, sewer pipe and structural clay products.

V. Total New Construction* In Billions of Dollars

	First Six Months	Second Six Months	Total for Year
1946-----	4.0	--	--
1945-----	2.1	2.6	4.7
1944-----	2.0	1.9	3.9
1943-----	4.6	3.1	7.7
1942-----	6.0	7.6	13.6
1941-----	4.6	6.2	10.8
1940-----	3.0	4.3	7.3
1939-----	2.9	3.4	6.3

* Computed from reports published by the Department of Commerce in the Survey of Current Business for June, 1944, p. 23, and in the subsequent monthly and weekly issues.

(Continued on page 396)

How to Connect 3-Phase, 9-Wire Motors

By STEPHEN T. CROWLEY, L. U. 351

A tested method of doing an important job

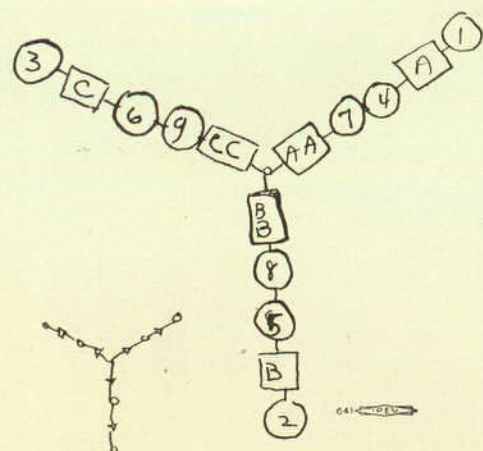


Fig. 1 440 Volts
For 440 connect line to 1, 2 and 3
Connect together 4 and 7
5 and 8
6 and 9

NINE lead star connected motors are so connected that by changing the external leads you may have one series circuit for 440 or two parallel circuits for 220.

If your name plate is also missing, along with the tags on the leads, your first step is to determine if the motor is star or delta connected. You can do this with a series light, bell and battery, etc. The continuity of the leads for a delta-connected motor is three groups of leads, three leads to a group. The continuity of the leads to a star-connected motor is four groups of leads, one group with three leads and three groups with two leads. After making sure that the motor is star-connected we proceed as follows. The one thing to keep in mind is that the phase relation of all the coils is fixed and cannot be changed regardless of how the external leads of these coils are connected. However, the resultant voltage from random connection of these leads may be observed and you can tell instantly to which coil the leads are connected, and label your leads correctly.

First let's take a look at a properly labeled and connected motor, Fig. 1—440, Fig. 2—220. We will also letter the coils and use these identifications from here on. Note that in both Fig. 1 and Fig. 2 coils A and AA are at 60 degrees, B and BB are at 180 degrees, and C and CC are at 300 degrees.

It will be necessary to be able to run the motor with no load. Have 3-phase 220 volts available. Also a 500 volt AC voltmeter. Your first test is with a series light and find the group of three leads through coils AA, BB, and CC, Fig. 1. Number these leads 7, 8, and 9. You need not worry which lead is 7 as any of the three will do. This also applies to 8 and 9.

For the sake of our experiment we will consider the leads numbered as in Fig. 1. It will now be necessary to find the other three groups of leads and mark each group of two for future identification. Each lead should be isolated to prevent a short circuit and accidental shock.

If we now connect 220 volts 3 phase to the leads that we have numbered 7, 8, and 9, the motor should start and run. It is reasonable to believe that the motor will now act as a transformer, and we will find that coil A has the same voltage and the same phase angle as coil AA. Coil B will be in phase with coil BB and coil C with coil CC.

We are now ready to make our random connections and to check our resultant volt-

ages to properly number coil A, B, and C. For this first experiment we will take one group at a time, later you can do all three at once. The group that we picked is group B, Fig. 1. If we now disregard groups A and C we find that there are six possible ways to connect group B to leads 7, 8, and 9.

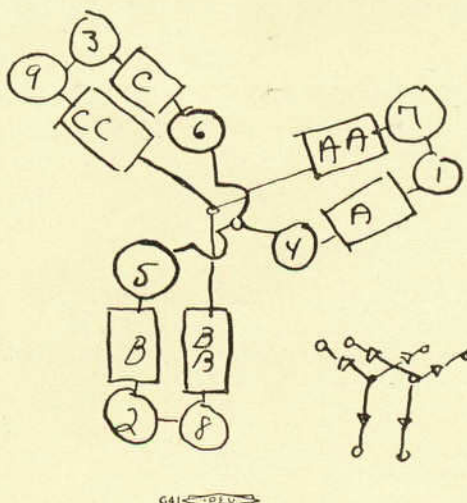


Fig. 2 220 Volts
For 220 connect line to 1 and 7
2 and 8
3 and 9
Connect together 4, 5 and 6

We can connect 5 to 8, which is correct, or 5 to 7, 5 to 9, 2 to 7, 2 to 8, or 2 to 9, which are incorrect.

As yet we do not know that we have group B and we will take the lead that is to become number 2 and connect it to number 7, leaving the 3 phase 220 volt connected to 7, 8, and 9. We will now check the voltage from the other lead of Group B, that is our future number 5, to lead 8, and also from 5 to 9. The voltage from 5 to 8 will be about 330 volts. The voltage from 5 to 9 will be about 240 volts. Plot these voltages as in Fig. 3 and you will see that this must be group B as it is in phase with BB. We will now move group B down on to BB, that is, we will disconnect 2 from 7 and connect 5 to 8 (Fig. 4). Voltage from 2 to 7 and 2 to 9 will both read the same, about 330 volts. You can now number coil B as in Fig. 1 and proceed with the next coil.

Let's try the other four possible ways that the leads in group B could be connected. Let's try 2 on 9, Fig. 5. The voltage from 5 to 8 will be about 330 volts. The voltage from 5 to 7 will be about 240 volts. Once more we move group B down as in Fig. 4 and number our leads.

Suppose instead of connecting lead 2 to lead 7 we had reversed the two leads of group B and had connected the lead that was to become number 5 to either 7 or 9, what would our resultant voltage be? If we return to Fig. 1 or 2 we will see that the end of the BB group is in the direction of the bottom of the page. As long as groups B and BB must always be in phase, lead 2 of group B must be in the direction of the bottom of the page. Fig. 6 will show us lead 5 connected to 7. Fig. 7 will show us lead 5 connected to 9. In these two Figs. 6 and 7, while groups B and BB are still in phase, we have so connected group B so that when we add our voltages we find that group B is 180 degrees out of phase with BB, or in other words we have reversed polarity on B and our resultant voltage from 2 to 8 is much less than our three-phase input.

We have tried group B every way, except to reverse connect it to BB, that is to connect lead 2 to 8. So in Fig. 8 we will connect 2 to 8 and again we have 180 degrees out of phase for group B, and we find our resultant voltage from 5 to 7 and from 5 to 9 lower than our input voltage. Between 5 and 7 we find 135 volts. Between 5 and 9 we also find 135 volts.

By rotating the page 120 degrees in either direction we find that Fig. 3 through 8 may be used for groups A and C. When we have all leads numbered and connected, as in Fig. 1, and if we have not made any error, with our 220 three-phase still connected to 7, 8, and 9, we should have 440 volts three-phase at leads 1, 2, and 3.

Things to remember: No load on motor. 220 three-phase connects only to 7, 8, and 9.

(Continued on page 389)

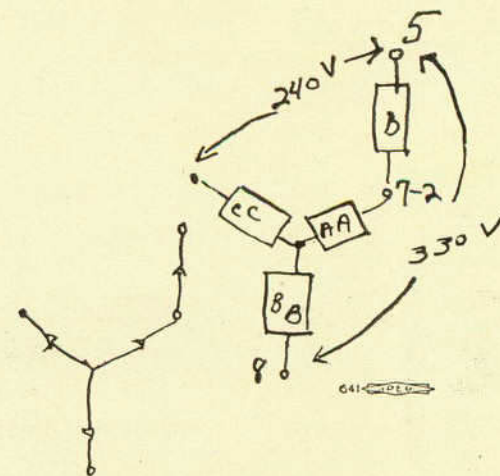


Fig. 3
2 connected to 7
Voltage 5 to 8—330 volts
Voltage 5 to 9—240 volts

VEPCO Award Marks

Progress For I.B.E.W.

(Continued from September)

STRIKE notice was filed on February 25 and the company immediately released the news to the press, such news making headlines in Virginia and surrounding states.

Negotiations continued during the month of March with little progress being made. Late in March the parties decided conciliation should be called in as both parties had previously taken the position that there were a number of issues that could be settled without conciliation. On March 21 the local newspaper carried an article titled "Operations of the Virginia Electric and Power Company by State Seen." The article stated that several legislators said they thought Governor William M. Tuck had ample authority to take over a public utilities system under the general police power of the state.

On March 22 a U. S. Commissioner of Conciliation was present and took over when it was evident that negotiations could not be completed by April 1. He suggested that the parties stipulate that if wage issues were settled by April 1 the union would not strike during the month of April and negotiations would continue on the other issues. The I.B.E.W. agreed and offered to also stipulate that issues not settled during the month of April be referred to arbitration, but in either case the employee members of the I.B.E.W. negotiating committee should have their wages and expenses paid by the company during April negotiations.

While the company committee was reviewing the stipulation suggested, the State Commissioner of Labor and Industry called the I.B.E.W. representative and asked that he and not more than two other members of the I.B.E.W. committee meet with three members of the company committee and the Governor of the State of Virginia. He was told that a United States commissioner of conciliation was conducting the negotiations and it was suggested that he talk with him. The state official refused to talk with the U. S. commissioner and said that the Governor's request was for only three members of each committee. He was informed that negotiations were at a crucial stage and could not be interrupted at that particular time and that the I.B.E.W. would not refuse to meet the Governor, but it was suggested that since the States of North Carolina and West Virginia were also affected that it would be well that the Governor of Virginia ask the other two Governors in when he desired to meet with the I.B.E.W. committee.

Governor Acts

The Governor immediately announced his intention, through the press, to seize the properties of the Virginia Electric and Power Company in the event of a strike, and on March 24 the Governor released to the press and furnished the I.B.E.W. a copy of his wire to the president of VEPCO, which in essence stated that if he was not informed that there would be no interruption of service not later than March 28 at 12:00

Case given nation-wide publicity culminates in progressive contract. Governor Tuck of Virginia rebuked

noon, he would forthwith declare an emergency to exist.

On March 25 a deadlock was reached in negotiations and as the committees were parting the company spokesman read to the union committee a letter purporting to be from the Governor of the State of Virginia, requesting a list of names and addresses of the essential employees of the company. The spokesman stated that this letter had just been received. However, it was the I.B.E.W.'s information that such a list had been prepared the day before in at least one division of VEPCO and sent to Richmond. Also, upon leaving the company office, union committeemen purchased newspapers containing articles informing the public that the Governor had requested such a list.

The press linked an "alert" to the State Guard to the VEPCO negotiations on the 26th of March and on the 27th, by telegram to Representative McIntosh, the Governor requested a "yes or no" answer on or before 12:00 noon, March 28, as to whether or not VEPCO employees would work at their respective stations under the same wages and labor conditions as then prevailed. The Governor was informed that the matter would be referred to the membership. Also on the same date the press quoted a wire from the Governor to the company asking if the company would surrender its properties and equipment to the State for

the purpose of operating the same. The Governor assured VEPCO that the Commonwealth of Virginia would be "fully responsible for any damage or any profits or losses." However, late editions of the papers stated that the Governor had withdrawn such assurances. It is needless to say that VEPCO agreed to turn its properties over to the State.

Employees Drafted

On March 28 the Governor declared a state of emergency and proceeded to draft employees of VEPCO into the unorganized militia of the Commonwealth of Virginia, and then granted such employees a temporary suspension of active military duty so long as VEPCO was conducting its operations without interruption by strike. The order stated:

"If and when any union of its employees calls its members out on strike, your status as an employee of such company should thereupon cease and determine and you shall immediately thereafter be on active duty as a member of the state militia and assist in the operation of said company's plants and facilities which will be taken over by the Commonwealth of Virginia. . . . You are informed that you are now subject to the military law of Virginia, and for disobedience of orders or other offenses against said law you are subject to the lawful punishment as a court martial may direct."

The Governor's statement at the time of the declaration of the "emergency" and subsequent statements blasted the I.B.E.W. leadership. He spoke of a "truculent and irresponsible labor leader," "evil leadership," and "labor dictators from the North." The press published each of the I.B.E.W.'s answers to the Governor's wires and the answer to the Governor's blast on the 28th was carried in full as follows:

"What are Governor Tuck's commitments that he should so venomously attack the workers, sincere and honest Virginians, who hold no allegiance to any others than Vir-

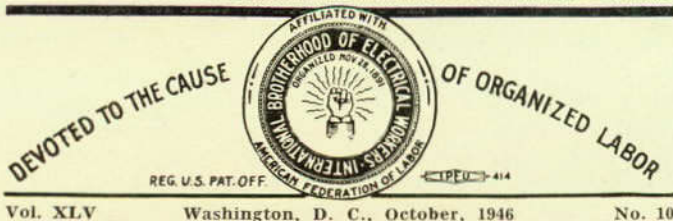
(Continued on page 393)



GOVERNOR'S MANSION

JOURNAL OF ELECTRICAL WORKERS

OFFICIAL PUBLICATION INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS



I.B.E.W. Now The convention is over. The Brotherhood goes on. Human beings are so constituted that they must have something bigger than themselves to live for. That is why men build institutions. The grandsons of the early founders of the I.B.E.W. are beginning to come into the union's ranks. The first generation has passed away. The second generation has begun to fade. The Brotherhood goes on, to create a better world for the sons of sons.

Vast changes have taken place in the electrical industry since 1891, when the Brotherhood was founded. Electricity was considered, in 1891, principally as a new kind of lighting. Even electric power was not visualized as it now is, in a modern sense. Electrical workers were those who made the lamps of the world burn. In the beginning, their job functions were not complex. Either in installation, maintenance, or generation, the electrical tasks were such as not to evolve too great a degree of skill.

But electricity was a young giant. The new primal force kept pushing in all directions. The second great era of expansion soon arrived with the widespread use of electricity as power. What started as lighting continued as motive force. Industry began to be dependent upon the new young giant, for energy to turn wheels, and to make myriad things. The Electrical Workers built themselves successfully into this era of power.

Fast upon the heels of the era of power came the era of gadgets, of electrical machines, of multiple appliances. Electricity began to be the spearhead of technology. It was called the grand revolutionist. With the arrival of electrical machines, the work function of Electrical Workers began to be complex. The job demanded more knowledge, and more skill.

It was no wonder, then, in the evolution of electricity, that the present and fourth era, of the industry, took on the aspect of miraculous energy. Electronics was born. It is more accurate to say that the submerged forces of electricity were discovered, and put to use. Electronics is based on the metaphysical—on atoms, and molecules and neutrons. Electronics was the lead door to atomic energy.

With the sweeping changes, which followed the myriad forms of electricity (electronics), the union was faced with a new adjustment. Electronics was an undiscovered land to most members of the organization. The union foresaw a time when the whole industry was to move to a new level—the electronic level. More knowledge, more skill, more science was needed. The dilemma the unions faced

was met by prompt action of the International Office. Most members know that story, and its results—an electronics school was established at Marquette University. Instructors were trained, and within the year the dearth of maintenance men in the electronics field was whipped.

"Electrical Workers are those who make the lamps of the world burn." This is true in the past; it is true in the present; it must be true in the future. The I.B.E.W. is a progressive union because it develops techniques to meet swift changes. It must go on doing this. A new spirit of team play will grow up in the union. New methods will be developed. New ideas will flourish. The union will continue to serve its members well.

Athens Is it strange that Athens should be in the news here? Perhaps it isn't world news, yet. But it well may be some day. It isn't the ancient Athens with its huge pillars and statues to the gods. It isn't the historic Athens from which was directed one of the most daring defenses ever presented to an invading army.

This Athens is in Tennessee; until recently unheard of by millions of Americans and probably by hundreds of Tennesseans. But it leaped into the news and fame overnight. It is evidence of new, powerful forces in the U. S. postwar era. Athens will remain in fame and history for that reason, if for no other.

Whether the conquering veterans in Athens are right or wrong is of no consequence to their neighbors. But what is of consequence is that there has been a signal of political unrest. Our political system needs revamping. It is becoming old and too corrupt. Unless there are some changes, the Athens method of dislodging political machines may spread. There are others who are fed up, too. They are waiting the outcome of the Athens action. They are probably organizing in much the same way. It may not come to street fighting as in Tennessee, but the threat of it will be always present.

It is time the forces now in power opened their ranks and did some house cleaning. They all need new blood. In keeping their doors closed they are only building up the forces of their opposition. The Athens incident is a clear-cut picture of what is in the offing in other towns. "It can't happen here," the politicians say. It couldn't happen there either. But it did. It can happen in any other town, too. The signal flare came from Athens—little Athens, Tennessee. And it means much more than just an ancient name in the news again.

Apprenticeship Barring the likelihood of a serious depression between now and 1947, Government statisticians believe that the construction industry is destined for a tremendous development in the next few years. They would not be surprised if there would be a routine expenditure for houses, structures, roadways, and other types of work of between 16 and 20 billion dollars a year. This is, of course, an enormous sum, far in advance of any kind of construction figures that we have ever seen in this country.

This work must be manned, and it is the responsibility of the building trades to furnish that manpower. The trou-

ble is, in the skilled occupations you cannot furnish manpower overnight. It must be developed on an intelligent basis over a period of at least four years. It is the duty, therefore, of every building trades union to cooperate fully with the Federal Apprentice Training Service and the General Committee on Apprenticeship for the Construction Industry. These two agencies, one a Government agency, and the other a labor-management committee, are charged with coordination of efforts to secure a widely functioning apprenticeship program in the United States. Just now there are about 48 thousand apprentices in the building trades in the United States. The figure could well be 75 thousand. So the goal for the building trades may be said to be about 50 per cent complete. It is the duty of every building trades unionist to see that local joint labor-management committees on apprenticeship are set up in every community. It is better to be wise than sorry.

Essence of Bribery A contractor handed 25 hundred dollars to a Congressman. The Congressman never reported this sum on his income tax, nor did he announce it as a contribution to his campaign fund. When this transaction was discovered by a Congressional investigating committee, excuses began to fly freely. The Congressman said that he considered it merely a campaign contribution. The contractor replied that it was for services rendered. The disconcerting part about the contractor's testimony was that he could say that he had done no wrong. It was business with him. One of the serious troubles, of course, with the present-day situation is that business is used as a cover-up for any shady transaction. It is just as wrong to give a bribe as to take one. But business men seem to feel that giving bribes is just a matter of routine functioning on a business-like basis. Indeed one wonders if they don't pride themselves on their smartness.

Is It a Racket? Is veterans' housing a racket? Mrs. Dorothy Rosenman, chairman of the National Committee on Housing, makes this charge in *The American Magazine* for September. Mrs. Rosenman is a well-known housing expert. She has been studying this field for more than 25 years, and has written widely and well about housing for millions. Mrs. Rosenman's chief charge is that jerry-built houses are being built on the outskirts of cities and sold at terrific prices. Four-room houses that used to be priced at \$5,000 are now being held at \$9,500. Mrs. Rosenman points out that GI Joe is being gypped. She describes it thus:

"GI Joe and his family have been in their new home only four months, but the ersatz paint is starting to peel, the plaster is cracking, and the floor heaving because of the green lumber which was used in framing the structure, and the foundation, made with inferior concrete, shows signs of settling."

Mrs. Rosenman's charges are probably in many cases true. The trouble goes back to the character of the con-

struction industry. It is not a stabilized industry. It has no real coherency. It has been vitiated by fly-by-night contractors and by a great deal of speculation. Till the industry can be made a dignified and stable activity, jerry-built houses will continue to be built and sold to those who have to buy them.

Politics by Whom A powerful farm cooperative bought a small oil company. Its management went through the books of the company. One item, \$15,000, charged to "miscellaneous" seemed to be a blind item. It took the accountants several weeks to trace it back and then it was discovered to be a contribution to a political party. Why was this item put in blindly, and why do employers continually seek to keep labor from contributing to political parties? It is a common secret that business men contribute to politics in many different ways, frequently and to their own purposes. When they try to keep labor from doing the same thing, they are trying to set up an unfair condition which mitigates the full play of public opinion and penalizes democracy.

Who Can Afford a Doctor? Among the floating rumors that have been knocked into a cocked silk hat, you can now number the rumor that private, non-Government health insurance plans are expanding so rapidly every American will look like Atlas any day now.

According to the Senate Sub-Committee on Health and Education, which has just submitted an interim report, what the private plans have done in giving the country what it ought to have in the form of health attention amounts to the equivalent of hurling the smallest pebble you have into Lake Superior.

For last year, the sub-committee found, only about 2.5 per cent of the national population has what could be regarded as comprehensive health insurance under the private programs. Now 97.5 per cent of the population may not mean very much to some folks, such as some high-placed persons in the American Medical Association and even in Congress. But in a democracy, 97.5 per cent of the population happens to be a fairly considerable figure, worthy of perhaps more than flicking attention from the powers that be. In the course of a year 97.5 per cent of the population can roll up a lot of potential illness and a lot of actual illness.

Not only has increase in private-plan membership been insufficient to date, the sub-committee, with forthright realism, believes that it can "never" meet the composite need.

This is not unmitigated denunciation of the private plans themselves. The sub-committee has some kind words notably for the so-called Blue Cross system. But the very nature of even an ideal private system would prevent it from achieving anything but a fragment of what an immense nation with various conditions of pocketbook and various conditions of health must have.



WOMAN'S WORK

LADY GET A HOBBY

BY A WORKER'S WIFE

ON several occasions in Woman's Work we've threatened to devote the entire page to hobbies—their choice and development—and here it is!

It is my candid opinion that every person—young or old, rich or poor, sick or well, should have a hobby of some sort and is better off for having one. It is human nature for everyone to want to be interesting. People who are *interested* are *interesting*. A real interest in a hobby gives persons a whole new, interested outlook on life and makes them far nicer people to live with and be with.

It's Your Choice

Now as to choice of a hobby or hobbies (you don't have to limit yourself to one) the only secret in choosing a successful, and by successful I mean satisfying, hobby is choosing something you really like and want to do. Don't select Bridge for a hobby because nearly all the friends in your set play, and while you don't like cards, you want to follow the crowd. Don't decide to take up the study of early medieval literature because you feel it will improve your mind. These are all right for sidelines but for *your hobby* choose something you like for itself alone. Don't decide on gardening or flower arrangement or painting or voice culture or anything else unless you really and truly like it and want to do it more than anything else (that you can afford and is feasible, of course). Another pointer that is generally to be noted in hobby choosing is selecting something that is as different from your everyday work as possible. If you are an active housewife, busy with children and cooking and cleaning all day long, then a quiet sedentary hobby would probably be best for you—but if your yen is for, say ice skating or the rhumba—well then go to it, sister! If you are an office worker chained to a desk eight hours a day, then you will probably welcome an active diversion but don't let anyone talk you out of embroidering pansies every night if that's what you really like to do.



Few Love Their Jobs

Unfortunately there are few working people who are absolutely satisfied with their jobs. There are only a few, and these are very lucky, that are following the vocation that suits them best in life—but life gives compensation for the disappointments of daily work when we make proper use of leisure. As years go by and working hours are shortened and modern equipment makes housekeeping lighter, we are crowned with the prospect of more leisure time. It's up to us to invest this added pleasure time wisely—in the pursuits that will bring to us the most amusement and satisfaction.

Hobbies fall generally into four categories. (1) Doing things. This includes all kinds of games and sports—bowling, swimming, golf, tennis, ping pong, etc., to name



some of the active ones, and cards, chess, backgammon, etc., along sedentary lines. Then there are activities not classified as games or sports but are most satisfactory as hobbies—for example—walking, bicycling, traveling, singing, dramatics. The "doing things" hobby is wonderful for those extrovert persons who like people, who want to be with people and really enjoy company.

Do You "Want to be Alone"

Suppose, however, you are the retiring type—do not like crowds and like being alone or just with a friend or two, then number two category "making things"—that's for you. This topic covers the arts—painting, modeling, carving, drawing, etc., and all the crafts, weaving, needlepoint, crocheting and all the rest. There's a type of thing to make to suit every taste. Photography comes in here, too, a most interesting hobby.

Number three is "collecting things" and this is a hobby I think everyone should have in addition to one of the "doing" or "making" hobbies. Collecting can include anything



from match book covers and poems clipped from magazines and newspapers which cost nothing, to collecting jeweled snuff boxes or suits of armor which run into lots of money. And in between are all the fascinating nature collections—birds' eggs, butterflies, pressed wild flowers, all the stamp and coin collections, the old china, milk glass, silver, antiques, etc., so dear to woman's heart, the funny little animals, the postcards, buttons and thousands more.

People Are Funny

There's a monthly magazine with which you may be familiar, called *Hobbies*, which is devoted to collectors' items and where to find them. A quick look at this magazine gives a fairly good picture of the diversified interests of our people and the huge field from which to choose. Just to cite an example, a feature article in *Hobbies* a month or so ago was devoted to a certain man's collection which consisted of clocks that had moving eyes on their faces. I myself, collect several things—teapots, fancy tea cups and saucers, poetry and recipes from all over the world. I love doing all of these.

Number four and last of the categories is learning things. This is a fine self-improving" hobbies. Collecting can include anything you really like and want to know about—perhaps a language, maybe folklore, maybe history of art, perhaps literature (reading is an absorbing hobby). Perhaps you'd like to learn something with which to amuse your friends. One friend of mine learned to read palms. She's sought after at every gathering because of her ability in this occult pursuit. A man I know analyzes handwriting and he's a mighty popular person.

The public library has books about choosing hobbies and plenty of material on hobbies themselves. If you're interested in a special phase read up on it—know all you can about it—you'll find life will be a lot more interesting when you have an interest in life.



RECIPES AROUND THE NATION

In spite of the fact that cooking is part of the daily task of most of us, for many it's our hobby, too. We had an opportunity at the convention to talk with delegates' wives from all over the nation and we thought it would be nice to bring you recipes from all parts of our big, glorious country, so we asked some of the ladies to send us their favorite recipes. Here's the result:

MARYLAND FRIED CHICKEN

Cut a tender young frying chicken into serving parts. After washing and carefully drying, dip the pieces into flour to which salt and pepper have been added. Place a large piece of butter or chicken fat in an iron skillet and when hot, drop in the pieces of chicken and brown quickly on all sides. Reduce heat, add one cup of water and let simmer slowly until done. Remove the lid and let chicken fry down slowly. Serve with creamed gravy made as follows: Take 2 tablespoonsful of fat from the pan in which you fried the chicken. Add a tablespoonful of flour and a cup of thin cream. Bring to the boiling point stirring constantly.

TALLAHASSEE HUSH PUPPIES

There's a story behind this recipe and our Florida lady told it to us. In Tallahassee, Darkies used to congregate on warm fall evenings after their day's work was done and have fish fries. They fried the fish in deep fat in a big iron pot suspended over an open fire. Their dogs would sit by and catching a savory whiff of the frying fish would whine and cry for a share. The Negroes took to making a corn meal dough, frying it in pones and throwing them to the dogs with the admonition "Hush puppy!" The dogs were quieted instantly and the darkies found the "hush puppies" as the corn meal cakes came to be called, very delectable for their own palates. Here's how they're made:

- 2 cups corn meal
- 2 teaspoons baking powder
- 1 teaspoon salt
- 1½ cups sweet milk
- ½ cup water
- 1 large onion chopped fine

Sift the dry ingredients together and add the milk and water. Stir in the chopped onion. Add more meal or milk as may be necessary to form a soft but workable dough. With the hands mold pieces of the dough into pones (oblong

cakes about 5 inches long and 3 inches wide and about ¾ of an inch thick). Fry in deep fat or oil until well-browned.

BOSTON BAKED BEANS

Only from New England could we get a really good recipe for old-fashioned baked beans—so appetizing for brisk fall days.

- 4 cups of navy beans (about 2 lbs.)
- 1 tablespoon salt
- 1 onion
- 1 cup molasses
- 2 tablespoons brown sugar
- 2 teaspoons dry mustard
- ½ cup tomato catsup
- ½ lb. salt pork

Wash beans and soak overnight. Drain beans, then add cold water to cover, salt and onion. Bring to a boil and simmer until tender. Remove onion. Drain and save liquid. Combine molasses, catsup, sugar, mustard and 2 cups of bean water. Wash and cut salt pork in thin squares. Place in greased beanpot or casserole in layers, beans, molasses mixture and pork. Add enough water to cover and bake covered in a very slow oven (250° F.) 6 to 8 hours. Add boiling water or stock to keep beans covered to prevent their drying out. Uncover the beans for the last one-half hour of cooking.

From the Middle West comes this recipe for:

INDIANA CORN PUDDING

Mix together:

- 2 eggs beaten
- 2 cups milk
- 2 cups corn, cut from cob (canned may be used)
- ½ cup finely chopped green pepper
- 1 teaspoon salt
- ½ teaspoon pepper
- 4 teaspoons melted butter or margarine

Pour into greased casserole. Sprinkle ½ cup grated cheese over the top. Set casserole in pan containing one inch hot water. Bake for 45 minutes in a moderate oven (350° F.).

A fellow worker's wife from Hollywood

sent us this recipe for baked potatoes which are something really special in the potato line. She said she found out how they were made from a chef at one of the famous Brown Derby restaurants in Hollywood and Los Angeles.

HOLLYWOOD BAKED POTATOES

Use one large baked potato for each person to be served. Cut a thin slice off one side and scoop out the potato and mash well. Add a teaspoon of minced onion and a teaspoon of crisp bacon chopped fine, a wee pinch of nutmeg and enough sour cream to make the potato the same consistency as when mashed. Replace mixture in shell. Smooth the top and crisscross with thin strips of cheese. Sprinkle with paprika and replace in hot oven for about 15 minutes or until nicely browned.

APPLE PANDOWDY

The original apple pandowdy which a popular song has made even more popular recently, they tell me is a dish that originated in old Virginny—at Monticello, home of Thomas Jefferson. Here's how you make it:

- 6 apples
- 1½ cups molasses
- 1 teaspoon nutmeg
- 2 teaspoons cinnamon
- ½ teaspoon ground cloves
- pie crust

Pare and core apples and cut in small pieces. Cover with cold water and let stand for 10 minutes. Remove apples from water and drain. Into a buttered baking dish place the apples and cover with the molasses and spices. Cover the top with a pie crust and bake in a moderate oven (350° F.) until done, about 1 hour. When cold, break the crust into the apple mixture and serve with cream.

We met the wife of a delegate from Wisconsin whose Mother came over from

(Continued on page 389)

CORRESPONDENCE



L. U. NO. 1,
ST. LOUIS, MO.

Editor: And I should say, friends, and fellow press secretaries—the Lover of “Light” Work—is on the job again and will try to give you articles of interest, news, and information that will be of interest to all our brethren in the I. B. E. W. Being in the center of our great United States and in the Mississippi valley we hope to and will try to be, the leader our Local No. 1 stands for.

A landslide changed the officers of Local No. 1 on June 29, 1946, by three to one majorities. The main contestants were as follows: Business Manager, Frank W. Jacobs—1346, James A. Morrell—311. Financial Secretary, Leo J. Hennessey—1446, Trip Smith—202.

The new officers are as follows:

President, Ed. Redemeier; Vice President, John O'Shea; Recording Secretary, E. O. Suhm; Financial Secretary, Leo J. Hennessey; Treasurer, John Muller; Business Manager, Frank W. Jacobs; Executive Board Wiremen, Fred. Blind, Richard Naes, Paul Nolte; Executive Board Maintenance Men, L. Birsinger, W. Lundt; Examining Board Wiremen, James Matthews, Gus A. Peters; Examining Board Maintenance Men, Chester Virga.

Cooperation was pledged by everyone in the organization. Local No. 1 will go forward because of this coordination.

In the next article we will be able to outline the activities thoroughly as to helpers, education, conditions, wages, etc., also the possibilities of a WORLD'S FAIR that might be in the making in the next several years.

M. A. “MORRY” NEWMAN, P. S.,
The Lover of “LIGHT” Work.

L. U. NO. 3,
NEW YORK, N. Y.

Editor: The 79th Congress has adjourned and it is our opinion that if the members were paid on the basis of what they had accomplished their paychecks would be rather small. Speaking of paychecks reminds us that one piece of legislation that they passed was the Congressional Reorganization Bill which increased the members' salaries to \$12,500 per year and gave them a tax-free expense allowance of \$2,500 more. It also reduced the standing committees of the Senate from 32 to 15 and those of the House of Representatives from 48 to 19.

Here is the joker. According to a newspaper report of an interview with several Congressmen, well posted on Congressional procedure, an existing Congress cannot bind a following Congress unless the latter is willing, in reference to procedure. Therefore, unless the 80th Congress is willing to make the committee changes the same old committee set-up will remain, slowing legislative procedure as in the past. BUT the salary increases will go into effect without any further action.

The only bill passed by this Congress that would have benefited Labor, if passed in its original form, the Full Employment Bill, was weakened to seeking “maximum” employment instead of guaranteeing “full” employment. On foreign relations a better job was done. A better job might have been done had our Congressmen been on the job for which they are paid instead of indulging in absenteeism more reprehensible than any indulged in by workers.

Quite a number of the members of the 79th Congress up for re-election have been defeated in the primary elections because of their anti-liberal attitude. More of them won the nominations but should be defeated in the regular elec-

tions not because of something they DID but because of what they failed to do for the benefit of the Nation. It is the duty of every citizen to determine what manner of man he is being asked to vote for and to act accordingly. Show your opposition even though you are in the minority. There is nothing better to keep a representative of the people on his toes than to know that a strong minority of his constituents is watching for him to get out of line and to swing the axe.

We do not seem to have made much progress in doing away with the vicious circle of “Wage Increase—Price Increase” judging by the way the cost of living is skyrocketing. True, ill-advised wage demands in the basic industries have given the employers the excuse of higher costs in their demands for increased prices but we also know that even without making their net wartime profit that their tax exemptions this year will give them a greater profit than they ever made before.

We do not pretend to know the solution to this problem but we do believe that when one is found it will be based on some method of controlling profits. We hate to think of Government control of all business to that extent, or the excess of profits must be prorated to the workers as well as the stockholders and to reduction of the price of the product. Perhaps we should have mentioned the last item first. We believe real labor-management cooperation can solve this problem and also eliminate the old “Boom and Bust” cycle.

If the National Association of Manufacturers and other union-opposing organizations were to spend only half as much time and money as they spend opposing unions, in solving this problem, we believe a solution would soon be found.

FREDERICK V. EICH, P. S.

L. U. NO. 22,
OMAHA, NEBR.

Editor: After failing in their attempts to force open shop amendments on the statutes of several states in the union, the anti-closed shop elements of industry have at last set their sights on the State of Nebraska.

Nebraska has been exceptionally free of strikes or lockouts and our record during the war was unsurpassed by any state in the Union. But in spite of all this an organization called the “Nebraska Small Business Men's Association” has been formed to secure passage of a state constitutional amendment at our next election which will not only cancel all existing closed shop agreements but will also forbid signing any new closed shop agreements. The amendment

that this group proposes for Nebraska is much more drastic than those introduced in Arkansas, California, Florida, Colorado, Texas or South Dakota and we want the entire membership to know just how far these sinister interests will go to strangle labor. We are, therefore, inserting a true copy of the amendment as it will appear on the Nebraska ballot next November.

TEXT OF PROPOSED CONSTITUTIONAL AMENDMENT

Be it enacted by the people of the State of Nebraska

That the Constitution of Nebraska be amended by the addition of the following article:

Section 1. “No person shall be denied employment because of membership in or affiliation with, or expulsion from a labor organization or because of refusal to join or affiliate with a labor organization; nor shall any individual or corporation or association of any kind enter into any contract, written or oral, to exclude persons from employment because of membership in or non-membership in a labor organization.”

Section 2. “The term ‘labor organization’ means any organization of any kind, or any agency or employee representation committee or plan, which exists for the purpose, in whole or in part, of dealing with employers concerning grievances, labor disputes, wages, rates of pay, hours of employment, or conditions of work.”

Section 3. “This article is self-executing and shall supersede all provisions in conflict therewith; legislation may be enacted to facilitate its operation but no law shall limit or restrict the provisions hereof.”

FRANK MARSH,
Secretary of State.

Although this group is called the “Nebraska Small Business Men's Association” we have a great many reasons to believe that much larger interests from all over the country are not only contributing financially but are lending their moral support as well. The amount of money reported to have been raised by this group is much too large to be raised by any small group of Nebraska business men.

It is alleged that N.S.B.M.A. hired people to circulate their petitions paying 10 cents per signature, also misrepresenting the proposal as the “Right to Work Amendment.” They obtained about 100,000 signatures whereas only 53,000 were required. They have won the first round which was expected by labor in general but the fight has just begun.

News reports by press and radio indicate that the petitions were taken to the Secretary of State office in Lincoln by armed guard. We all resent such insinuations because laboring people are law-abiding citizens and do not resort to force in such matters. There are courts of law to turn to and we all believe in the Government of these United States and the will of the people.

Labor has filed a lawsuit to prevent the anti-union shop amendment from being placed on the November ballot. Reports on this are favorable at this time. But we can not take a chance on this and relax.

A publicity program has been started which will help in defeating the proposed amendment at the polls. There will be radio programs, newspaper and billboard advertising and every other method available to put the true story across to the voting public. Some civic groups and churches are lending their support and we value this help very highly.

While this fight is concentrated on Nebraska we realize that it is a national program set up by interests which have the destruction of organized labor as their prime objective. If they are

READ

About our Congress by L.U. No. 3
Nebraska fights the open shop by
L.U. No. 22

L.U. No. 79 discusses labor's position today

Labor defeats an enemy by L.U. No. 124

More about cost of living rises from L.U. No. 637

L.U. No. 654 sends us some interesting information on Social Security.

Our scribes write on, noting history in the making.

successful in our state they will select another state and before long every state in the Union will be confronted with the same problem as we are. So be alert, gentlemen, watch for the seeds that may be sown in your state by this vicious group and if you can think of any way to help us in our fight please send your communications to Mr. J. J. Guenther, 318 W. O. W. Building, Omaha, Nebraska, who is president of the Nebraska State Federation of Labor.

SHEPPARD R. JONES, P. S.

**L. U. NO. 27,
WASHINGTON,
D. C.**

Editor: In the last two months we have had occasion to write to all local unions of the I.B.E.W., using the Directory of Local Unions under date of November 1945. To date we are still receiving mail returned "address unknown," "moved," "no such street," "in the Army, Navy for the last three years," "deceased" and many other notes on the envelope. Your secretaries have a hard job, and I would like to offer something to help this situation. Let's all mail a correct address to the International Secretary, also the meeting place of each local, then your secretaries will not have to waste a lot of good time and stamps. Let's help the official directory. We would like the International Secretary to use our letter heading as an example for others.

ROBERT W. Sisson, R. S.

**L. U. NO. 28,
BALTIMORE, MD.**

Editor: Local Union No. B-28, I.B.E.W., had 131 members serving in the armed services of our country. At the present time five are still in the service and we are glad that the rest are back and looking very fit after their experiences.

Our nominations and elections are over and we are now on our way.

Brother Scholtz, our business manager, had opposition for the first time, but came through with a real vote of confidence.

The officers who were re-elected were:

Edward G. Rost, Jr., president; Earl G. Sells, vice president; George H. Neukomm, financial secretary; Caleb Griffin, recording secretary; I. C. Franz, treasurer. Executive Board—Henry Maas, Clayton Burch, Robert Miller, Ralph Melchior. Examining Board—Kenneth Davis, John McCauley, William Knoppel.

Another good and faithful Brother has gone on the pension list—John Pickel. We surely will miss him.

Working opportunities in this area are very good and we welcome the Brothers back who have worked here in the past.

Since the strikes are now over, material and equipment are coming our way and we will have some prosperous times.

In conclusion may I say labor disgraces no man, unfortunately, we find some men who disgrace labor.

EDWARD G. ROST, JR., *Act'g P. S.*

**L. U. NO. 79,
SYRACUSE, N. Y.**

Editor: The OPA that the 79th Congress so decentralized and deformed is disappointing none of us who forecast what would happen if the original OPA was allowed to expire or was changed.

In spite of the conscientious efforts of all the boards involved, the opposing and conflicting reasoning of all of them has caused widespread confusion. Some merchants are hesitant because they do not know what the ceilings, if any, will be. The buyer is anxious to buy before prices go even higher than now, which they are doing continually.

Contractors who made applications for new wage rates before the Wage Stabilization Board and not acted upon before OPA expired were confused. Some paid the new rate while others held that it was illegal to do so.

Widespread shortages of products have become immediately available upon price increases.

The effect of price changes upon wage levels has been completely ignored, and the wage earner is becoming increasingly restless. In fact the confusion to all of us is much like the directions of an old inhabitant to a tourist. "Go

up the down," he said, "then keep straight along the crooked road, round the square, and when you turn left you're right."

Inflation went as far around the corner from June 30 to July 25 (and is still only slightly retarded) as prosperity has gone in 16 years. The wage earner in the lower-paid group can buy but the bare necessities consistent with the American standard of living.

As if all this was not enough, the whole country is power mad. While industry struggles for power over labor and Government, Congress struggles for power over labor and industry. Greedy men seek control and push petty policies forward at the expense of labor, whereas labor is pushing forward for full employment and stable prices rather than increased wages.

With the millions of homes needed, new industries crying for a chance to start, billions of idle dollars still in the banks, what have we got to lose, with the cooperation from Government and industry, and what are we all going to lose without it?

Labor has shown remarkable patience and restraint when all it has put up with has been considered. They patriotically carried on throughout the war with a fine reputation both in work and refraining from strikes. The amount and quality of the material and services proved that.

Since the war, labor has sought only the wages that could be expected without the necessity of raising prices. Workers had no tax carry-back as corporations did, or any other guarantee other than what could be negotiated for, and yet when they made demands for what was rightfully their due, they met with antagonism from industry, Congress, and the public.

Labor is still continually being sniped at.

Did you ever watch children at play with their carts? As long as some would ride and then draw the others the cart was kept busy, but when they all would ride the cart stood still. Our industrial cart is going through about the same thing. Everybody is looking for a free ride.

If this country is to prosper there must be cooperation with labor from both industry and the Government with fairness to the public.

FRED KING, P. S.

**L. U. NO. 80,
NORFOLK, VA.**

Editor: What is happening in our Government?

We are surely undergoing a period of anxiety in which we can only expect the worst for ourselves unless we are more thoroughly organized and offer a united opposition to those who are exerting every effort to oppress labor in favor of the great associations that manufacture and process the necessities of life, then pass on to us unprecedented high prices. The OPA seems to be attempting to force the supply above the demand in creating its decontrol board, thereby placing prices above our ability to purchase. I cannot find the word "decontrol" in my dictionary, however we can readily understand its meaning whenever we make a purchase. Control is being strictly maintained on our wages to prevent inflation, so we are told. What action is being taken to prevent inflationary prices of the articles we must buy? Only those who have used the fruits of our labor in creating these unheard-of prices can afford any luxuries. Are we not created equal? We are being held to a lower level by the bureaucrats who have formed an alliance that takes the Government from the people. The preamble of the Constitution of the United States should be more prominently called to the attention of those in power.

May I take this opportunity to call to the attention of all locals of the I.B.E.W. in the State of Virginia of the existence of the Virginia State Electrical Workers Association and of the importance of concerted action for gains that can only be made by creating a greater feeling of fellowship among ourselves. All locals should have delegates in Richmond for the next meeting.

According to current rumors we can expect almost anything from our International Con-

vention and I'm sure you will not be surprised at anything that may happen here during the absence of our delegates because the business manager has neglected the local in appointing the press secretary to act as business manager during his absence. Right? Right!

That's enough from the "Lap-Over." (Where Virginia laps over into Carolina.)

E. A. (MACK) McCULLOUGH, P. S.

**L. U. NO. 104,
BOSTON, MASS.**

Editor: I do not know by what untoward and unforeseen

accident—and please don't ask me to make an inquiry—that, in an organization full of select and accomplished speech-makers and orators, it should fall to me, the worst composer of either oral or written talks, to express the sentiments of 104 in short letters to that excellent publication, the JOURNAL. But I was told that since I had so much time on my hands and an able corps of worthy and accomplished assistants to help me, that the least I could do for dear old 104 was to get a few little compositions together to represent her in the most select portion of that publication, the correspondence department. I certainly feel the singular honor of the occasion and will do my best to merit the high regard the local has for me. Now, in order to prove the claim just made, I want you to accompany me to one or two meetings of the local to see for yourself just what I mean. Of course there is one type of oratory we always have at every meeting. I refer you to the reports of the officers of the local. And I emphasize the fact that of all these many reports only one is read from a manuscript. Only the report of the recording secretary is recited from the written page; all the others are made up and given by the officer while on his feet before the goodly Brothers assembled. But please do not get the idea that because that particular officer reads his report that it is not good—indeed, the contrary is true. The writing up of all the other reports, the jotting down all the bursts of eloquence from many of the members on matters very important to the local, the transcribing of the gems of thought from visitors prepared for such an occasion, and the recording of all the business of the meeting make these compositions by the recording secretary nothing short of model essays. I venture the guess that the congressional records or the textbooks of some of our better colleges do not contain better examples of fine rhetoric. All praise to the recording secretary.

It is too bad that our most excellent president, and worthy presiding officer of the meetings, does not have better opportunity to show his exceptional gift of speech-making. His talking ordinarily consists of the presenting of the business of the evening to the Brothers, the explaining of the more intricate parts of that business, and the expounding of that most complicated commodity of all such assemblies—parliamentary law. But one can gather from the better way in which he handles these matters that a detailed talk by him, on any and all matters that come before the local, is sure to be a masterpiece. Be sure to attend that meeting where he has to take the floor to settle a matter hanging fire before the members. You will find it a very happy time and occasion. Would that there was space to dwell on the bits of fine oratory from Tom and John and Frank and Harry and Bill and Luke and Bob and Dan, etc., etc. You will be pleased to learn with what eloquence and dispatch these worthy Brothers help the chairman dispose of the business of the evening. But this pleasure must be reserved for a future letter. If wrapt attention and a quiet you can actually feel is any indication that the speech being given is good, then the remarks of the business manager in his regular report to the good Brothers assembled, is the finest bit of oratory the local affords. When that worthy officer rises to his feet a hush comes over the expectant gathering and a look comes into their faces as if to a man they were saying "This is what I've been waiting for." And after the applause has died down during the short remainder of the meeting the attention is scattered and the motion to adjourn freely asked for. How often

a good half of the good Brothers do not wait for that motion, but, shortly after the business manager's report, make the room conspicuous by their absence. And so it looks as if a large part of the attendance at our meetings is the result of the excellent talks that come from that goodly officer. Any good Brother you meet will verify these facts should you wish them confirmed. And so the life of 104 goes on. May I promise you more of this interesting history of our beloved local in many future letters? Yes? Then you shall have them. But now a very important question: Have I carried the point with which this letter began? You nod your head. Thank you.

HAM, P. S.

L. U. NO. 107. *Editor:* Last Saturday was the occasion of the annual picnic for our members and their families, and from all reports that have come in, it was a huge success. The picnic was held at White City with about 80 families present. Dinner was served at noon and was under the direction of the Women's Auxiliary whose committee was made up of Mrs. Comstock, Mrs. Swartz, Mrs. Mojzuk, Mrs. Bright, and Mrs. Monschein. General chairman of the picnic was Fred Peterson whose committee members consisted of C. Bright, C. Comstock, W. Mojzuk, E. Swartz, P. Minkus, N. Schalk, A. Hendrickson and H. Peterson. It can be said that the picnic was conducted in an orderly way. Very unique games were played and prizes bestowed upon the winners. From the limping and groaning that has been going on since, the ball game must have been tough on some of the "softies." "Holly, the Magician" provided the entertainment to climax a very good time.

Apprentice school will start again the first week in September and a large enrollment is expected. Additional instructors have been added, and rearrangement of schedules also has been completed to meet the requirements of the course.

Claude Bright (our business manager) and wife are attending the International Convention in San Francisco and G. Helms is taking over his duties while he is gone.

Plans are just about complete for the coming bowling season, in which Local 107 will have eight teams in an I.B.E.W. league on one of the new local alleys. Hopes are high that enough talent will be available, so that two or three teams can be sent to the national I.B.E.W. tournament next year. Efforts are being made so that the apprentice class does not conflict with the bowling league as these G.I.'s ought to make pretty good bowlers.

H. WADDELL, P. S.

L. U. NO. 108. *Editor:* Local B-108 has been an absentee from these pages for a few months. The last we heard of our former press secretary, Charlie Schudt, he had caught up with his roaming pal, Sam Hundley, at Newark, New Jersey. We will not be surprised if they come back about the time the wild ducks start south.

Brother T. H. Payne of the I. O. staff visited us a few days at the beginning of August, so we know definitely that we are not on the list of forgotten locals.

Delegates to the convention have completed reservation worries and are marking time till the departure date. Brother R. M. Ayers has been selected as assistant business manager to hold the fort till the delegates including the business manager return.

The Tampa shipyard, which secured some postwar contracts on French ships, has re-employed about as many Electrical Workers as they will need, and expect to be able to keep them busy at least a year.

The Southern Organization Drive is gathering headway under the direction of Lew Rhodes, A.F.L. organizer, and Jimmie Harper, ex-business manager of Local 323 of West Palm Beach, who is now president of the Florida Federation of Labor.

The Automatic Company has recently installed a large order of new equipment for the telephone company and our members who worked on the job enjoyed working for them very much.

Most of our members are working steadily, and only a shortage of building materials prevents a real building boom. It seems as if everybody and his brother are starting into the electrical appliance business. With Tampa's antique electrical ordinance and haphazard inspection, there should be a lot of bad wiring put in as the salesmen are prone to tack up a lampcord outlet free in order to clinch the sale of an appliance.

This is about all from Tampa this time.
TOMMY PAYNE, P. S.

L. U. NO. 124. *Editor:* The big news at this writing is the defeat of Congressman

Roger Slaughter in the recent primaries. He was enemy No. 1, and don't think labor isn't standing on its chair and cheering! It wasn't a victory for labor alone, however, it was a victory for all believers in representative government. Here was a man who, after being elected to represent the will of the people in his district in Congress, deliberately flouted the known desires of the great majority of his constituents. His defense was that he was no "rubber stamp." In other words, he represented only the best interests of Roger Slaughter which, curiously enough, ran parallel to the best interests of the meat packers, the National Association of Manufacturers and the lobbies of big business. He was actively anti-labor, he advocated racial discrimination, he opposed measures which would have meant low-cost homes for veterans. He favored not one single law which could be construed as truly public spirited. So, he was defeated. He was beaten in spite of his support by the Shannon faction of the Pendergast machine, the Republicans who jumped the party fence to vote for him, the powerful Kansas City Star, and the moral and financial support of every labor-hating organization in the country. He was beaten by the labor vote he thought he could affront with impunity.

The result gives rise to the hope that the next Congress will profit by this example of labor's power and show more regard for the rights of common folks than the last one did. Labor has no desire to rule the roost; all it asks is a fair deal and a government for all the people instead of a government for the rich.

The local construction picture still shows a balance in our favor: plenty of jobs, not enough mechanics, but too little material. The General Motors job approaches the end. But the Sugar Creek refinery and the fiber-glass job which are just coming into bloom will more than make up for it.

Now that it can no longer be said that they are slacking on the war effort, many members are taking that long deferred vacation trip. This summer, at various times and for various periods, the strip of coast from Seattle to San Diego has been ennobled by the presence of Brothers Carl Koehener, Jim Nugent, Herman Malcom, Earnie Brundage, Jay Carr, Art Ericson and others. We'll learn who the others are when this comes out in print. Ed Fredericks went away, too, but only as far as Texas. He felt that California was too far away from the desk in 124's office where he keeps his steward's reports. Conscientious fellow, Ed is, and L. U. 124 is lucky to have him as a trustee.

MARSHALL LEAVITT, P. S.

L. U. NO. 129.
ELYRIA AND
LORAIN, OHIO

Editor: Electricity being what it is, several definitions have been given for it—some satisfactory, and some technical but I compare it to the unseen power of God that comes into a darkened life and makes it shine. So electricity comes quietly into a darkened home and makes it shine and makes it cheerful with clear light as home should be.

We are the fellows that install the high tension lines and transformer systems that make possible the safe reduction of this energy into

homes, and the fellows that install the house-wiring system to make it possible for homes and factories to be well lighted. Yet I sometimes wonder if the electrician gets the credit or the consideration he should get for the important part he plays in this plan of bringing power and light into industry and homes. However, don't let us, as good union Brothers, be discouraged or let down our standard for we believe that the time is near at hand when the electrician will get more consideration.

We of Local 129 are proud of the progress being made in our jurisdiction. There is approximately \$100,000 worth of new and re-conversion work being done in the National Tube Company of Lorain, a subsidiary of the United States Steel Corporation, and all the work is being done by I.B.E.W. labor. There is also several million dollars worth of new work being done locally and we are grateful for the cooperation of the Lorain Building Trades in getting union labor on all these jobs. Through their help we have recently organized the pre-fabricated house plant and the electric installations on the site by our local contractor.

Time passes on. This is our 30th anniversary year—March 1, 1916, to 1946—and we think a pat on the back is in order to those of our older members who are responsible for the progress of our organization. It is due to the undaunted spirit of the small group of men who carried high the banner of organized labor. They must have felt at times the goal they sought was not worth the effort expended.

This group of men, however, can hold their heads high today, for Local 129 is almost 12 times as large as it was originally; the working conditions today are very good and the good will we enjoy with our contractors is excellent. In this our 30th year we are faced with the most prosperous times in our history. The work has been well manned by our organization, and this is due we think largely to the fine lessons handed down by our older members.

On August 23 we are holding our 30th anniversary banquet to honor our charter members. Many of our older members are past officers. While this seems far from repaying them properly for their effort and devotion we are sure that heartfelt thanks is extended from every one of us to every one of them.

In closing I feel that we can guarantee then that this on-coming generation will carry on with the same undaunted spirit that has carried Local 129 to the success she has today and our record of the future will be one they can be proud of.

We gratefully acknowledge a visit from Brother Gordon Freeman and Brother Wilson, our International officers, and would like to ask a little closer contact with our International so we can get better acquainted and know a little more what is going on on the International front. Our meetings are held the second and fourth Monday night of each month.

GEORGE BRUCE, P. S.

L. U. NO. 193,
SPRINGFIELD,
ILL.

Editor: Our delegates to the convention, Business Agent Karl Bitchenauer and Mat Thornton, left the latter part of this month for the West Coast. Good luck to them and may they have a good trip and a successful convention. We are all looking forward to hearing their report.

The Franklin Life Insurance Building here in Springfield is moving right along. According to the foreman, John F. "Jack" Meidel, they are pouring the twelfth of thirteen floors and the building should be pretty well closed in by the time cold weather comes. There are seven men on this job and it is the only big job in Springfield actually under way. Brother Charles Burgeofer of Local No. 1 is in charge of the job for Koenenman Electric Company of St. Louis. The cornerstone ceremony was held recently and Springfield can be proud of this new addition. The building has quite a bit of floor duct for lighting and telephone and there is a 300 horse power motor for the air conditioning.

With the approach of September the bowling enthusiasts in the local are beginning to make

their plans. Last year we had two teams and they both did quite well. Brother Les Schoning asked the local to support one of the teams in the building trades tournament and the Electric Service Company is supporting the other. In this tournament last year one team won third place and the other took sixth. That wasn't bad but one of the members of the team claims they are out for top honors this year. The tournament attracts quite a lot of interest in the building trades here and almost every organization has one or more teams.

Labor day celebration this year will be held in Decatur, Illinois. Next year Decatur will come to Springfield for a big one here. There is transportation provided for those who have no cars and all of the group will drive over together. The program is to consist of a parade in the morning followed by a picnic and a dance. The speakers will be Frank Hanes and Glen O. Quagle of Decatur Trades and Labor Assembly and Sam Bonansinger and Reverend John S. Brockmeier of the Springfield Federation of Labor.

JACK N. DAVIS, P. S.

L. U. NO. 212, CINCINNATI, OHIO Editor: Here again we have press time in the "Queen City of the West" and to your press secretary it is always a pleasure to collect his notes gathered the past few weeks and sit down and spend an evening writing the monthly article for our International Journal publication.

One of our returned service men, Edward Rising, wishes to send his sincere thanks to the local at San Jose, California, for the members' nice treatment of him while he worked in that jurisdiction. He wishes to thank Brothers Edward Stock and Fred Schneider in particular. Thanks from Local 212 because we here in Cincinnati always appreciate any kindness shown the traveling members out of our Cincinnati local.

Well, now that our annual picnic is past history we can truthfully say we always have a very good time. Of course, this day the old rain-maker did come down and meet the ground some, but not enough to spoil the fun. The pony track and recreation games for the children were very much enjoyed by the kids. The orchestra played some very danceable tunes till midnight, and our prize waltz and prize jitterbug contest seemed to be enjoyed by all. You members who didn't show up missed a good time. So why don't you make a promise to yourself to come out next year?

And now, Brothers, to let some of you know how hard and diligently our apprentice training committee is really working in their various meetings to get this thing really rolled into shape for our helpers' benefit, we report, they have had several meetings, and long affairs too, but rest assured, Brothers, they, as your committee, have your and your sons' and your helpers' real interest at heart and are trying to whip a really good program into shape for the future.

Our work here and around Cincinnati is holding up nicely. Our business manager, Harry Williams, is, as always, on the job ever and anon for B-212's interest.

And now to our baseball team. At this writing we are just ready to go into the elimination series. To Manager Bill Ridman and all his players, good luck and may you finish on top!

We have had a few visits from the stork in our midst recently, and here they are: William B. Jansen, Jr., and Alberta Mae Jansen became the proud parents of a fine boy, named Dennis Michael Jansen, born on July 25, 1946. Bill Jansen, Jr., is the son of Bill Jansen, Sr., who has been around No. 212 quite a few years. And our second stork visit brought little Ronald Walter Johnson to Daniel Johnson, Jr., and Shirley Johnson on August 5, 1946. Danny, Jr., as you know, is Danny Sr.'s son, who also has been around No. 212 for a while. To both of these new-born children may health be yours always and sincere congratulations to both sets of parents and grandparents. You know the fellows we have worked with becoming grandfathers make us realize how well the greater majority

of No. 212's members have stayed together through the years—good ones and the bad years too—to make our local the fine local it is today. Let's all help to keep it that way.

We still have a few men on our sick list and we all hope by the time this issue is printed they will all be out of their sick beds, and up and around again.

And now with the summer vacation over and the children about ready to go back to school, all of you fellows who drive—remember—be careful of those kiddies! Children don't think when they run out in the street, so let's try to do some for them, shall we?

We also are proud that one of Local B-212's members was chosen as national delegate to Boston, Massachusetts, for the convention of the Veterans of Foreign Wars. He is Elmer J. Rabanus who is our sick committee chairman.

E. M. SCHMITT, P. S.

L. U. NO. 349, MIAMI, FLA.

Editor: By the numerous inquiries being received by our business manager, Bill Johnson, it looks as if a few words written in one of my letters to the JOURNAL must have had an abundant pulling power. I wrote that our local could use some good mechanics and the letters just poured in and some of the good mechanics were over-rated. There were some very good ones among them, however. Bill says that most of the work here is with thin-wall conduit and on bungalows. So the jobs usually mean hitting the ball and knowing how to install the tubing in new construction. There is only one drawback to coming to Miami and that is the shortage of housing accommodations. It is as bad as it is in most other places and to top that off we are now approaching our winter tourist season. That makes for high rents, OPA notwithstanding. So if any of you thin-wall experts still want to come this way, be sure you are well heeled financially first, then write for the green light to Bill Johnson, business manager, L. U. No. 349.

Our local, like many others, has been hamstrung again since the OPA was revived. We had gotten a new agreement approved and into effect for \$2.00 per hour while the OPA was out. When it came back to life, all wages were ordered to roll back to the June 30 level. We refused to go to work unless the contractors paid the \$2.00. In the turmoil that followed pressure was brought to bear on the Wage Stabilization Board in Atlanta to approve a previous request which had been placed before them before the death of OPA. They finally acted on the old request and awarded an increase to \$1.875 per hour. We had asked for \$2.00 per hour. That, now, is our legal scale. Meanwhile we have sent in an appeal for a review and for an upward revision to \$2.00 per hour.

The more I see of Government agencies the better I will like it when we can get to ourselves to settle the differences between the contractors and ourselves.

BEN MARKS, P. S.

L. U. NO. 377, LYNN, MASS.

Editor: The biggest little local coming in on another tardy report with not too much to report only that business is still very brisk with the usual shortage of manpower. Practically all local contractors are looking for men. The outlook of two real good-sized jobs breaking in the very near future gives our business agent a real job to supply manpower. All in all this is a very good condition. Let it always remain. We have our apprenticeship schedule under full swing with all contractors with their full quotas and a waiting list yards long. So, long live the Brotherhood.

As this report is on the eve of our National Convention, we lift one now for the biggest and best one yet.

DON PENDLETON, P. S.

L. U. NO. 429, NASHVILLE, TENN.

Editor: We still have two strikes on our hands, one at Gallatin, Tennessee, and one at Lebanon, Tennessee, with two of our

men still working at Gallatin and one at Lebanon, despite the fact that fines were imposed on the men at Gallatin by the Executive Board.

All the talk is now about the convention—who's going, who isn't, who is running for what and, so far as I know, who is still on first. Maybe it is a good thing the convention is being held in San Francisco, it will keep a lot of hot air from being spread all over the country.

That was a nice letter from Brother G. W. Dowd, L. U. No. 765, regarding the TVA, in the August issue. However, it was a little one-sided—I thought—when you balance the 75 cents per hour of the construction workers against the added benefits that the operators enjoy. What about annual leave, sick leave, the TVA pension plan, and the permanence of position? The total working hours did not consider holidays, annual leave or just a day or two of sick leave each year. Perhaps the 75 cents per hour looks big now, but how about the times when construction workers do not work all year, they do not have any sense of a permanent position.

And now—we are all off to the convention, with our topcoats for sunny California.

C. T. MAUNSELL, P. S.

L. U. NO. 637, ROANOKE, VA.

Editor: In the past few weeks we have been under new management so to speak. Our new business agent, Brother "BHP" Bailey, has certainly had his hands full. With trying to get the feel of a new job, and keep all the Brothers satisfied, I for one can say he is doing a grand job. And we of the local wish to extend our thanks to him. Nice going, Bill. Keep it up.

The buying power of the wage earner's dollar is slowly falling behind due to the high cost of living. Something has to be done about it. The Government has a board of some 1,000 experts in Washington who say, "Well, we will have to raise this craft's pay 10 per cent." O.K. Now along comes the producer and says wages went up 10 per cent; we, in order to make a living, will have to raise the cost of merchandise 15 per cent. It just keeps on and on. In the end the wage earner is making maybe \$20.00 more on the week, but the cost of living has advanced \$30.00 a week, so where are we? Worse off than before! If they would cut the cost of living say 18 per cent and leave wages where they are, I for one think this inflation could be stopped before it gets too strong a clutch on the nation. The day (just as an example) that the cost of second-hand cars dropped 4 per cent, the cost of new ones went up \$100.00.

That is no way to keep the cost of living down. From my own experience I have one less in my family now than I had this time last year (my son is in the Army) and my grocery bill is just the same if not more. My wages have been cut one-half due to the end of the war. That is O.K. with me. But what of all the little guys who were not as fortunate as I was when it came to good pay checks. They have to live also. A pound of meat costs them the same as it does me. Also they pay the same for flour, butter, and potatoes as I do. I'll say it's time some one steps in and puts a stop to the skyrocketing prices on foodstuffs—and the sooner the better.

"JIMMIE" CLOYD, P. S.

L. U. NO. 654, CHESTER, PA.

Editor: The scope of the Social Security Act is so great that the following article is not to be considered official. Its intent is only to give the average I.B.E.W. construction worker a general idea of what Social Security is and what he may expect in benefits.

The act became effective January 1, 1937, and was amended January 1, 1940, to base payments of benefits upon "average taxable wages." To compute your average wage divide total wages earned by total number of months wages could have been earned whether or not you actually worked. Only the first \$250.00 of average wage is taxable.

The primary benefit is a monthly benefit payable at age 65 to an employee who has actually retired. Payments to wives, widows, dependent children and parents are figured from this primary benefit.

To compute your primary benefit take:

(a) 40 per cent of the first \$50.00 of average taxable monthly wages.

(b) 10 per cent of the next \$200.00 of average taxable monthly wages, 1 per cent of (a) plus (b) times number of years in which earnings were \$200.00 or more.

Example based on average taxable wages of \$250.00 per month:

(a) 40 per cent of \$50 equals	\$20
(b) 10 per cent of \$200 equals	20
(c) 1 per cent of \$40, times 40 years equals	16

Primary benefit \$56

The above is for a person who was 25 years of age in 1937. The \$56.00 is his primary benefit at age 65.

In addition, Social Security also provides for payments to dependents of a living pensioner, to survivors of a deceased pensioner, or to survivors of an insured employee. All these benefits are calculated as of date of death or retirement. At age 65 a pensioner's wife receives one-half of the primary benefit.

At age 65 a pensioner's widow receives three-fourths of the primary benefit.

Each child (under 18) of pensioner receives one-half of the primary benefit whether pensioner is living or deceased.

A widow regardless of age receives three-fourths of the primary benefit if any dependent children are under 18.

Dependent parents receive one-half of the primary benefit each if there is no surviving widow or dependent children under 18.

Whenever the total payments to an employee and his dependents, if any, exceed \$20, the law provides that the total amount payable shall not be more than whichever is the smallest.

(a) \$85 per month.

(b) 200 per cent of primary benefit.

(c) 80 per cent of the insured's average monthly wage.

In April 1946, 1,469,682 persons were receiving monthly checks averaging \$18.64 per person.

At this date the highest amount any person receives under Social Security is \$44 a month and the lowest \$10 a month.

The above information does not apply to I.B.E.W. members employed by railroads. Such members are covered by the Railroad Retirement Act which in principal is similar to the Social Security Act except both contributions and benefits are larger.

The above data as a whole may seem rather complicated, but if followed step by step you can calculate your share in Social Security in a few minutes' time.

G. S. ANDERSON, P. S.

L. U. NO. 665, LANSING, MICH. Editor: L. U. No. 665 has not appeared in the WORKER for

some time, so I will attempt to cover some of the past and also acquaint you with the present. In our June elections the following Brothers were elected:

President, J. A. (Al) Wright; Vice President, Spencer C. Mead; Treasurer, Chester W. Wright; Recording Secretary, William Stolk; Financial Secretary, Dale Geiges; Business Agent, Fred E. Coryell; Executive Board—Peter Karman, chairman, Elmer Herre, H. A. Herre, H. A. Wiley, P. J. Markey, L. T. Sherman, J. A. Wright, W. R. Geddie.

All of the Brothers who were in the service have now returned safely. They all have gotten their tools out and are helping to provide housing for the veterans here. They are also helping on the conversion of the automobile plants, which has been going on since V-J Day.

L. U. No. 665 has a good apprentice program set up. We have about 15 members taking the course. Right now the committee is working hard to get the boys tools which are provided for in their program.

If material would come in better, we could double the amount of men working in our jurisdiction. We have men in here now from all over.

I have the good fortune to be on a housing job. It is a new type of building in this area. It is an apartment building built of strand steel. You have to figure a little closer than on a slab job as you have only two and one-half inches of concrete to cover your conduit and the partitions are only two inches wide. There are about 30 outlets in each apartment besides house phones and Bell telephones.

I've got writers' cramp doing this much, so good luck to all.

SPENCER C. (REBEL) MEAD, P. S.

L. U. NO. 1205, GAINESVILLE, FLA.

Editor: Since the birth of this local union, which was over five years ago, it has

never let the boys who read the WORKER know that it was here.

So here goes! I will try to let you boys know a little of what I know.

We have 51 members and the most of them have had to look for work from other locals. Our sister L. U. No. 177 has been mighty sweet and is still taking care of some of our boys. Some are in Washington and other places. Quite a few of the boys were on the Oak Ridge job. We have about 15 of them back home at the present and some of them have not forgotten how to use the old BX and Romax benders, me for one. And I believe lots of the boys will be at it until the G.I.'s get some houses.

Our hats are off to our part-time business manager (Brother Frank Brabham) for the good work in Ocala, Marion County, Florida. He has three inside shops and two outside contractors signed up.

And as weak as the agreements are they were hard to get signed, and are still hard to get signed.

The G.I. on the job makes it nice for the rat contractors to work the boys far below the scale and let dear old Uncle pay the bill.

Boys, we have some work in the making in this jurisdiction and we have a part-time business manager on duty Monday and Thursday and we are in the telephone directory, so if you come to these parts we will expect you to live up to Article XXV, Sec. 5. If you don't, you can expect to say hello to the Examining Board.

We have a power house at Keystone Heights, power house at Inglis, and a depot job at Wildwood, besides the paper mill at Palatka. We have been expecting these to get going long ago, but material is holding them up.

We will be able to give some of the union members some work but don't need the shipyard Brother that can't cut it.

Well, you members from Virginia, I was sorry to hear that you boys were outvoted for the BYRD. Better luck next time! We would have been better off if we had tried to get the votes several years ago. Three men put the NO CLOSED SHOP LAW in and every one of them was elected after they started it.

So let's go after it right now and vote right and every member vote and if the outside Brothers make their living here, why not line up and vote when they have been here long enough. I still think a member should have his card where he is working and vote for the man who supports labor.

H. B. WHITAKER, P. S.

L. U. NO. 1249, SYRACUSE, N. Y. Editor: Hello to all the friends in the I.B.E.W. I met while

in the Army and all the rest, too. I am glad to be back and writing for Local 1249 again.

It has been a long time since I've been away. I am not going to try and get down on paper all that has transpired. Just a few of the latest and most important matters.

The latest are the last election and the strike that has just been settled. Of the latter we officers and Brothers of Local 1249 wish to extend our heartfelt appreciation for the good will and courtesy shown our members from the officers and members of locals who put our men to

work, especially Locals 164, Jersey City, New Jersey; 58, Newark, New Jersey; B-17, Detroit, Michigan; 1049, Long Island, New York; 5, Pittsburgh, Pennsylvania; 51, Springfield, Illinois; 876, Grand Rapids, Michigan; 166, Schenectady, New York; B-438, Troy, New York; 43, Syracuse, New York; B-125, Portland, Oregon; 86, Rochester, New York; 910, Watertown, New York. It has done all of us much good to find that we have such good friends around the country and if any time we can return the favor all we ask is that we be notified and we will do our best.

The results of the strike were in our favor and we think that if we can keep on improving our working conditions and pay that 1249 will continue to be on par with all locals in the country.

In June we had our election of officers and as usual we think we have a group of men who will continue to run our local to the best interests of all the members of the local and the International Brotherhood. The following men were installed as officers of Local 1249 at the first meeting in July: President, Elmer Wahl; Vice President, K. L. Carpenter; Recording Secretary, E. R. Holt; Financial Secretary, Allen Dence; Treasurer, George Elsie; Business Manager, E. J. Peck. The following members were elected to the Executive Board: E. Wahl, J. P. Daly, Allen Dence, C. M. Schultz, K. L. Carpenter, James Walsh, E. Ward.

Work in New York is picking up slowly and we have most all of our men back working. If anyone wishes to come it would be best to send word on ahead for best results. We, of course, welcome all old friends back and surely would like to hear from them. It just takes a three cent stamp to let us know where you are and how conditions are.

Most of our members are back from the service and are working and we hope that all will soon be home. Out of 300 members in the service all but four have returned safely so far and of the four we have extended our deep-felt sorrow and extended our condolence to their families.

The officers and members of Local 1249 wish to extend their thanks to all officers of the International Brotherhood of Electrical Workers for the cooperation shown us during the past strike.

In some later issue I hope to be able to let other members know of the boomers who are still working in Local 1249.

To the officers of the Executive Council of the 11 power locals and the officers and members of said Locals B-249, B-945, B-951, B-961, B-966, B-992, B-994, B-1111, B-1125, B-1126 and B-1143, we, the officers and members of Local 1249, I.B.E.W., wish to thank you all personally for the fine cooperation we received from your officers and members while we were having difficulty with the employers from May 1 to July 15.

We wish to state that if at any time we can be of assistance to you, we will be only too glad to give you our help.

E. R. PECK, P. S.

L. U. NO. 1367, CHICAGO, ILL. Editor: As of this writing, our local, together with the other

Edison locals, are in the midst of collective bargaining with respect to negotiation of a new contract with our company for the ensuing year.

Past President Oscar Johnson of our local is chairman of the contract negotiating committee of all the Edison locals. Oscar has developed into a veteran in this class of work, and we do not doubt his ability to achieve splendid results.

To Local 1399 who shared the same page in the JOURNAL with us we welcome you, as it is a pleasure to have another local to compete with. President Elmer Rogoski should be complimented for selecting such a competent scribe.

Supervisory employees of the United Mine Workers won a decision recently in the U. S. Court of Appeals, establishing their right to a union contract and bargaining rights with several coal companies.

The building at 951 W. Adams St. formerly used by the Cable Division and later by the Sta-

tion Electrical Division has been dismantled. The new offices for the contract work section of the Station Electrical Division have been moved to 214 S. Sangamon St., where complete shop, storage, and receiving room facilities will be available.

In the Overhead Division 98 rack and platform jobs have been received this year to date. With a continuance of this rate it will surpass the previous all-time high established in 1929.

The final section of the Dearborn Street Subway will start in the near future. The present tube will be extended to Congress St., thence west to the South Branch of the Chicago River where there will be a turn-around.

A splicing school was held recently at the Cable Room to instruct field men on the telephone type cable which will be used on the substation supervisory control system. The first installation of this supervisory cable connecting in the Northern Service Building area will start in the near future.

With the many additional appliances connected to our lines, it is anticipated that there will be an increase in the number and size of services, to be installed which will greatly increase the demand for more power.

We all can feel envious of Brother Adolph Polte of Overhead District No. 2 whose contribution to the recent conflict was five sons (sacrifice and valor exemplified).

The last two subsidiaries, Illinois Northern Utilities and the Western United Gas Company of the Edison group have been organized, and have selected the I.B.E.W. in a recent election to represent them as their bargaining agent. Our local I.B.E.W. representatives should be congratulated for their patience and perseverance for a job well done.

The preservation and extension of a democracy, established on firm principles, will secure a life more abundant and satisfying when we plan a brighter future intelligently, without malice as to the rights of others. We should also be ever mindful of the golden rule (that you do unto others as you would have them do unto you).

W. H. McINTYRE, R. S.

L. U. NO. 1383. Editor: To all members concerned, you have duly elected and

installed an able body of officers to control the destiny of this organization. Upon our shoulders we have undertaken the task of keeping our union members in a happy frame of mind. Now, we would like to see the said Brothers come to the meetings, so we shall see their happy frame of mind.

During the past two meetings we have conducted we have seen fit to recommend some changes for our Executive Board to take into consideration for quick action. All will be for the improvement of the local union as a whole. A few changes in the by-laws will be necessary. We now are finding some weak spots. We are hoping for quick approval by the respective Executive Board. In regard to our *Flashy Flashes*, condition has not improved as yet in the yard as far as work is concerned, and from present reports I hear about a dozen or more employees are about to be furloughed from the electric shop, rigging shop, pipe shop, etc. Having no more *Flashes* to flash this time I shall flash off, hoping to read better *Flashes* next month.

REUBEN SEARS, P. S.

L. U. NO. 1399. Editor: Recently I wrote stressing the necessity of forgetting

departmental lines in our local affairs. Ha! I should be a prophet. On August 16, 1946, the meter readers left the meter department and went into revenue accounts. On October 1 the remainder of the meter department consolidates with service and repair. "Them old department lines—they ain't what they used to be." All Edisonians reading these pages will kindly strike their heads thrice against the nearest wall to honor the passing of the meter department. She was a "taut" ship but those of us who worked



Veterans' Administration Photo

Brother Overcomes Handicap

Brother Theodore Wildon, of Local 1063, Detroit, Michigan, a veteran who lost his sight in a TNT blast two years ago, is leading his department in assembling metal switch boxes at the Bull Dog Electric Company in Detroit.

A former Army sergeant, Wildon works entirely by touch, separating various sections of the boxes on his work bench, and performing over 30 operations, using wrenches, rawhide hammer, twister, box wrench and an electrically-driven screw shooter, to assemble the boxes.

He had acquired his efficiency and remarkable memory for detail in the plant before the war, but, because of the danger of accidents, he was supervised carefully by Wilber H. Johnston, of the vocational rehabilitation and education division of the Veteran's Administration, shown watching him at work. Within a few weeks Wildon had learned his way about the department and had memorized the location of the tool crib and work bench. Now he is completely self-sufficient from the time he enters the plant each morning. He finds his way to his department, punches his time card in and out, and works skillfully and unaided, to the wonder and admiration of his fellow workers.

in it year after year developed an affection for it mostly because of the camaraderie on the lower levels and the enlightened supervision found in spots. These realignments have dumped problems in the lap of 1399 and cut into President Rogoski's five-hour shut-eye allowance.

The negotiations on the new contract are still going forward. I sincerely hope that the members have the final returns before this sees the light of day but I won't predict it. Brother Rogoski, who is one of our negotiators, was also chosen delegate to the San Francisco convention and was forced to choose between the two jobs. The delegate's job promised fun and travel, the other job, hard work and little thanks. Elmer, of course, chose the negotiator's job. Brother Joe Hamilton, the convention alternate, replaces the president on the San Francisco jaunt. Joe represented us at Springfield, Illinois, in the state convention and reported at the August meeting. He has the cosmopolitan outlook that a delegate should have and is enough of a politiker to know how to do his local the most good. He rejected my suggestion that he paint B-1399 in red on various prominent buildings in San Francisco. Said that the price of paint was too high and furthermore publicity was my department. Anybody got the price of a gallon of paint and a railroad ticket?

The officers of 1399 must have been proud during the crowded August meeting when a motion to increase their expense allowances was passed without any attempt at discussion. Our membership lets little get by unchallenged but they were decisive and definite in making that decision.

Our meeting turnouts are steadily getting larger. The main reason is the growing sense of solidarity among the membership. Another, and not insignificant reason, is the fact that we work out of more than half a dozen different offices and shops and the meeting night provides us with an opportunity to get together with old friends that we would seldom otherwise see. It is one of the by-products of our unionization and it is a rich one indeed.



A. C. TRIANGLE-OCTANT

This device gives KW., KVA., RKVA., P.F., R.F. and angle, when set to most any two of them. Pocket size \$3.00.

GUY W. McCOSHEN

545 Valley Street Orange, New Jersey

Two other matters of importance were handled at the August meeting. Bill Vohling was chosen to serve out the term as vice president and the local voted a \$40 fine for any member who crossed a picket line which had been approved by the local.

One last word regarding meetings, offered as a word of advice to members not familiar with the meeting routines. Don't try to get by the big fellow at the door unless you can identify yourself. That's Charlie Corrin and he handles that door job as it should be handled. When Charlie's records say you weren't there, Brother, you were elsewhere. However, don't worry too much—wives have no access to Charlie's record.

Board Member Frank Ballwanz has moved to Grass Lake, Illinois, but still attends numerous meetings and performs all tasks allotted him. And gets fat yet! I wish I knew that secret.

Barney Fahy, chief steward of service and repair, has new store teeth. Keep 'em out of the back pocket, Barney. People have been bitten that way.

One of the most likely improvements in the new contract is the addition of Lincoln's birthday to our roster of days off. This is interesting in line with the remarks in the August issue of the JOURNAL by James Merrifield of L. U. No. 611 down Albuquerque way. Mr. M. recalled to us many of Lincoln's sayings indicating his leanings toward labor. Here at the Edison Company you can find the Emancipator's picture in many of management's offices. Without doubt his memory is greatly revered on this property. Might we be permitted to wonder if all of his

beliefs are fully comprehended by all of his admirers?

Let us close on the following hopeful note:

Of all great words
Of meaning factive
The greatest is this one—
"Retroactive."

STEVE BAKER, P. S.

22ND CONVENTION

(Continued from page 368)

I.B.E.W. is represented by Mr. Hedges, thinks that 10 per cent of the membership is an accurate and safe quota for the electrical construction industry.

"Our Research Director, M. H. Hedges, is chairman of this important committee. His thorough knowledge of the subject of apprenticeship training and his sound judgment of educational matters in general have brought extensive demands upon his time for advice and counsel in these matters both from within our own organization and from the labor movement at large. Mr. Hedges is co-author of a book titled "Education for Industry" which is printed by Prentice-Hall. It is a worthwhile addition to the library of any mechanic who is interested in furthering his knowledge of matters pertaining to his work.

"Your committee believes it is important that we stress some fundamentals in the apprentice program:

"1. Apprenticeship—historically, educationally and actually—lies, and must lie, within the authority of local unions, namely with those journeymen workers nearest to the actual work operations. Any attempts by outsiders to disrupt or interrupt these arrangements—and they have existed for generations—should be and will be vigorously resisted.

"2. But apprenticeship education—like all education—rests upon the principle of co-operation. Local unions should realize this—while protecting their traditional functions and giving full cooperation to those employers who have the same educational standards as the unions. The present national framework, promulgated by the Apprentice Training Service of the U. S. Department of Labor, is basically sound inasmuch as authority rests with local joint apprenticeship committees.

"3. The International Brotherhood of Electrical Workers has a responsibility therefore in forming swiftly local joint apprenticeship committees. They should exist in every community. Just now Electrical Workers' unions stand second in the United States in the number of local joint apprentice committees. We have 245 local joint committees. We should stand first. Every local union could well assist in establishing such committees where such committees do not exist now.

"4. The work of the Federal apprenticeship committees, in particular the work of the Federal Apprentice Committee for the Construction Industry, should be commended. Unions have representation on these committees. Of the 300 members of the field staff, the I.B.E.W. has supplied 50, and these men have been a credit to our Brotherhood. These top committees have undertaken to meet the vexed apprenticeship situation. The Federal Apprenticeship Committee for the Construction Industry has undertaken to formulate a fairly accurate way of determining the correct number of apprentices to be trained by crafts.

"The committee recommends that the officers of the Brotherhood set up and staff an office for the dissemination of information on apprentice education and other educational matters. This should be headed by an individual who, by experience and training in educational matters, is well versed in apprentice training and in workers' education. We believe this should be a fulltime job.

"We recommend that assistance be given in the setting up of regional training programs to aid the small locals and those in the rural areas.

"We recommend that the center four pages of the JOURNAL be devoted at least six times a year to educational matters pertaining to both apprentice training and advanced training. Such an arrangement will permit members to withdraw these papers and place them in a loose leaf notebook for future reference.

"Our committee wishes to commend the fine work many of our local unions have done and are doing in the apprenticeship field. They have cooperated fully with the International Office and with Federal committees. We wish to commend, too, these well-trained members of the union who have given lavishly of their time for setting up proper educational machinery for training apprentices and for creating the proper lesson outlines and other text material:

WILLIAM F. SHEEHAN, Chairman, L. U. 103
ARMAND D'ANGELO, L. U. 3
JOHN BRADLEY, L. U. 5
ORLAND BABISH, L. U. 1121
WILLIAM M. SULLIVAN, L. U. 776
JOHN C. BOLL, L. U. 358
B. F. REEVES, L. U. 136
J. M. BRANSCOMBE, L. U. 31
JERRY DONOHUE, L. U. 595
HOWARD WILKISON, L. U. 599
JAMES MORRELL, L. U. 1"

Additional Notes by the Way

The local committee was chairmanned by Charles J. Foehn, San Francisco, member of the International Executive Council.

The illustrated souvenir booklet "Give and Get" was much prized. It was an attractive piece of printing, which became a lasting souvenir of the convention.

The International Office did its local banking with the Wells-Fargo bank. Wells-Fargo is a name of historical significance in the Far West. It has been doing business continuously since pony express days, and in its large banking building on Market Street is a museum that is considered by scholars as of great interest to all American citizens.

James H. Gallagher, the only living charter member of the Brotherhood, and now holding Card No. 6 in the union, was present at the convention. He gave a short, sincere speech that brought loud applause from the delegates.

Mileage checks were of great interest to the delegates. The Brother paid on railroad mileage, but some delegates traveled by car. Philip Place, of Portland, Maine, clocked himself, and his speedometer showed, 3,285 miles when he entered the precincts of San Francisco.



You want the JOURNAL! We want you to have the JOURNAL!

When you move notify us of the change of residence at once.

Name _____

Local Union _____

New Address _____

ZONE NO.

Old Address _____

ZONE NO.

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS
1200 15th St., N. W., Washington 5, D. C.

3-PHASE, 9-WIRE MOTORS

(Continued from page 376)

Keep leads covered as you are working with voltages as high as 440. Resultant voltages shown in this article are only approximate and may be plus or minus 10 per cent, depending on input voltage, volt meter, etc.

In general: If you have one voltage over 200 volts and one voltage over 300 volts, as in Figs. 3 and 5, move groups under test to the lead with the highest voltage and connect loose lead to same. If you find both voltages the same and over 100 volts but less than 200 volts, just reverse the leads of group under test and leave on same lead. If you find both voltages the same and over 300 volts, you are lucky, leave them alone.

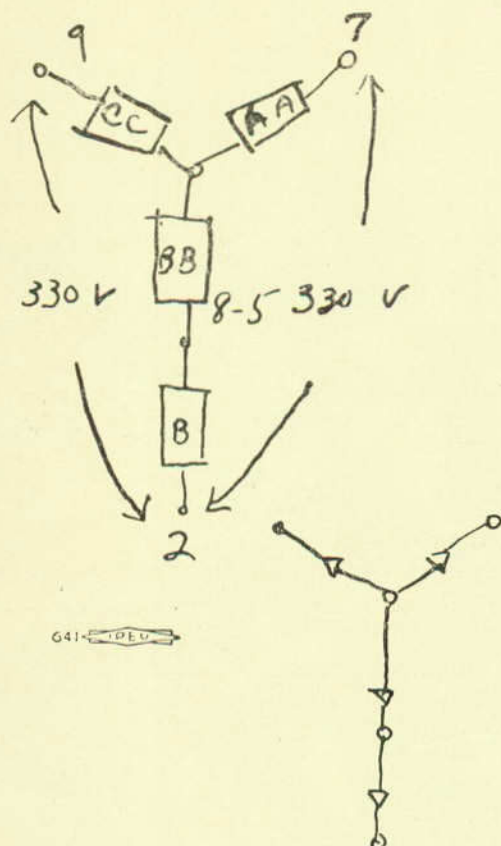


Fig. 4
5 connected to 8
Voltage 2 to 7—330 volts
Voltage 2 to 9—330 volts

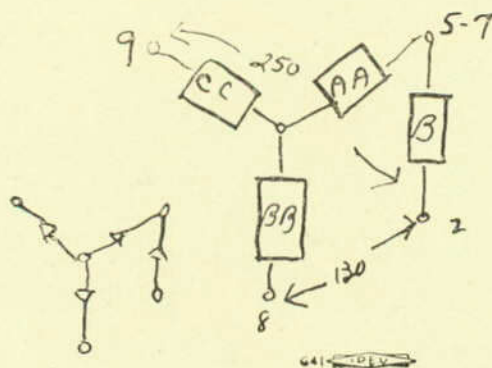


Fig. 6
5 connected to 7
Voltage 2 to 8—130 volts
Voltage 2 to 9—250 volts

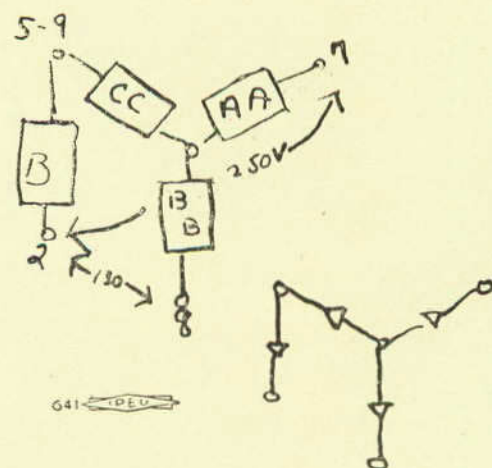


Fig. 7
5 connected to 9
Voltage 2 to 8—130 volts
Voltage 2 to 7—250 volts

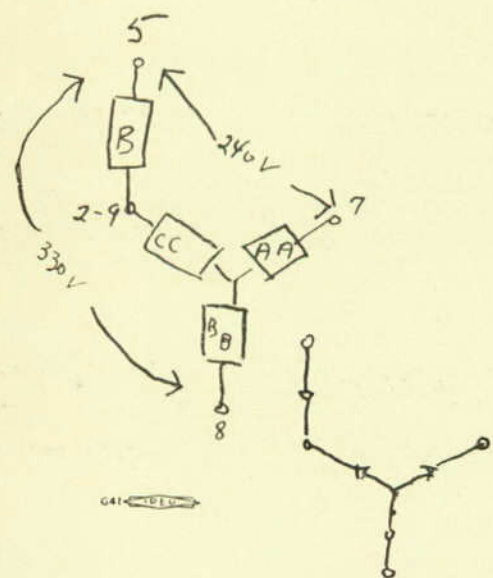


Fig. 5
2 connected to 9
Voltage 5 to 7—240 volts
Voltage 5 to 8—330 volts

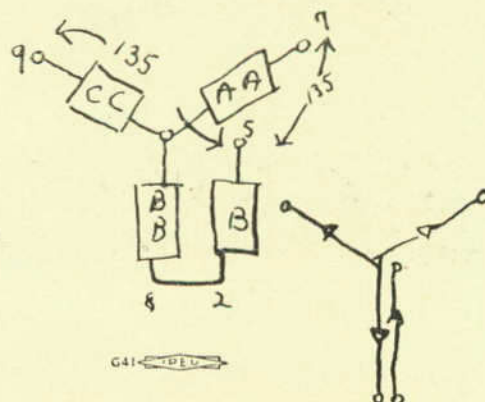


Fig. 8
2 connected to 8
Voltage from 5 to 7—135 volts
Voltage from 5 to 9—135 volts

While I have worked this out on several occasions on different motors with different numbers of poles, I believe that you should not try this out for the first time on a two-pole motor, because when running a two-pole motor with half of its coils out of use, the slip is quite high. While it works out well you should work fast as the motor will heat because of the large amount of slip. On the other hand, with motors of four or more poles, you can take your time as there is very little if any additional slip. At all times proceed with caution to avoid accidents to yourself and the equipment.

WOMAN'S WORK

(Continued from page 381)

Denmark. You know that Danish bread and cake is known the world over, so we asked her for a typical recipe. She gave us the one for:

FRISK BROD (Fresh Bread)

Sift together:

6 cups flour	2 cups butter (no we're not kidding. Save this recipe — there'll come a day when you'll have enough butter to make it)
1 cup sugar	

Add the butter to the flour and sugar and work until mixture is a paste. Make into rolls one-half inch in diameter and cut into cakes one and one-half inches long. Dip one side in slightly beaten egg white, then in sugar and chopped almonds. Bake at 350° F. until light brown.

A lady from the big city of New York told us that as she works as well as friend husband, that they eat out often, and that she likes best to go to hotels and restaurants that serve hot popovers. Here is a recipe a waitress in a famous New York hotel obtained for her:

POPOVERS

Sift together one cup sifted flour and one-half teaspoon salt. Add two eggs, one cup milk and one tablespoon shortening, melted. Beat with a rotary beater until smooth (about two minutes). Pour this thin batter into greased custard cups, filling them about a third full. Bake in a hot oven (450° F.) for about 30 minutes. Reduce temperature to moderate (375° F.) and bake until popovers are well browned (about 20 minutes).

Attention auxiliaries: We aren't hearing much from you lately. How about a word as to your activities—and send us some of your best recipes. We'll make a page and call it "Favorite Recipes of Our Auxiliaries." Let us hear from you, Sisters, and remember that we welcome suggestions for Woman's Work. These are your pages and we want you to have what you want on them.

IN MEMORIAM

Frank Wilson, L. U. No. 3

Initiated April 6, 1916

Whereas the officers and members of the International Brotherhood of Electrical Workers, Local Union No. 3, in regular membership assembled on this 11th day of July, 1946, at Manhattan Center, hereby express our profound sorrow at the death on the 26th day of June, 1946, of our late Brother, Frank Wilson; and

Whereas in his death, Local Union No. 3 has sustained the loss of a dear friend and associate and we honor his memory for his high principles and sterling character and for his faithful service to Local Union No. 3; and on yielding from our active roll the name of Brother Frank Wilson we put on our permanent records the expression of our deepest regard, esteem and appreciation of his character and ability, and our grateful sense of the honor and satisfaction we have shared in his companionship as a member and past president of Local Union No. 3; therefore be it

Resolved, That this resolution be spread upon the minutes of this meeting of Local Union No. 3; a copy be forwarded to the family of our late Brother, and to the Journal of Electrical Workers and Operators and the Electrical Union World, and our local union charter be draped for a period of 30 days.

OFFICERS OF LOCAL UNION NO. 3
New York, N. Y.

Roy E. Sanford, L. U. No. 8

Initiated April 1, 1927, in L. U. No. 916

Whereas Almighty God, in His infinite wisdom, has seen fit to remove from our midst our esteemed and worthy Brother, Roy E. Sanford, who died on July 11, 1946; and

Whereas in the passing of this worthy Brother Local Union No. 8 lost a loyal member; be it

Resolved, That we, in body assembled, stand in silent meditation in tribute to his memory and our charter be draped for a period of 30 days; and be it further

Resolved, That a copy of these resolutions be spread upon the minutes of our meeting, a copy sent to the bereaved family, and a copy be sent to our official Journal for publication.

ARTHUR KIRKLAND,
FRED STEARNS,
ARTHUR LANG,

Toledo, O.

Committee

Edgar Mayer, L. U. No. 9

Initiated January 9, 1934

Joseph Loftus, L. U. No. 9

Initiated July 25, 1933

It is with profound sorrow that Local Union No. B-9 of the International Brotherhood of Electrical Workers records the death of its two members, whose names are mentioned above.

These men were known to the membership of Local Union No. B-9 for their fine attachment to unionism and as members of our Brotherhood for their good example in pursuing these aims.

The zeal shown by these men in the problems of our Brotherhood shall long be remembered for their encouragement and work in our behalf.

Whereas we deem it fitting and proper that the members of Local Union No. B-9 offer their tribute to the memory of our departed Brothers for their loyalty to our Brotherhood and country, their faithfulness to their local union and their friends; therefore be it

Resolved, That the sincere sympathy of the membership of the International Brotherhood of Electrical Workers be hereby extended to their bereaved families.

HARRY SLATER,
FRANK BARCLAY,
W. G. MARTIN,

Chicago, Ill.

Committee

C. N. Schulte, L. U. No. 16

Initiated February 18, 1906

It is with deep sorrow and regret that we record the death of Brother C. N. Schulte.

Resolved, That we pay tribute to his memory by expressing our sympathy to his family and friends; and be it further

Resolved, That our charter be draped for a period of 30 days, that a copy of these resolutions be spread on the minutes of our meeting, and a copy be sent to our Journal for publication.

GUY L. VAUGHN

Evansville, Ind.

Wayne Colburn, L. U. No. 17

Initiated August 6, 1924

Russell Miller, L. U. No. 17

Initiated July 24, 1922

With a sincere feeling of sorrow and regret we, the membership of Local Union No. 17, record the death of our departed Brothers, Wayne Colburn and Russell Miller; therefore be it

Resolved, That we pay tribute to their memory

by expressing to their families and friends our sincere sympathy; and be it further

Resolved, That a copy of these resolutions be sent to their families, a copy be spread on our minutes, and a copy be sent to the Journal of Electrical Workers for publication; and be it further

Resolved, That the members stand in silence for a period of one minute as a tribute to their memory and that our charter be draped for a period of 30 days.

H. E. CUNNINGHAM,
V. G. HYNEMAN,
F. HORAN,
G. DUFF,

Detroit, Mich.

Committee

Marsh A. Barnes, L. U. No. 18

Initiated June 1, 1946

Charles Hendrickson, L. U. No. 18

Reinitiated April 11, 1939

Whereas Almighty God, in His infinite wisdom, has seen fit to take from our midst Brothers Marsh A. Barnes and Charles Hendrickson; and

Whereas the passing of these Brothers to their eternal reward has deprived Local Union No. B-18 of loyal and respected members; now, therefore be it

Resolved, That this meeting stand for one minute in silent tribute to their memory; and be it further

Resolved, That our charter be draped for a period of 30 days; and be it further

Resolved, That we at this time express our condolences to the families of Brother Barnes and Brother Hendrickson in their bereavement; and be it further

Resolved, That a copy of these resolutions be incorporated in the minutes of this local union, a copy sent to the families of our late Brothers, and a copy to the International Office for publication in the Electrical Workers' Journal.

Requiescat in pace.

C. E. PATRICK,
L. R. SISSON,
JENNINGS B. WILKINSON,
GEORGE W. SMITH,
W. D. PETERS,
JACK DELL,

Los Angeles, Calif.

Committee

Roy G. Newton, L. U. No. 28

Initiated February 28, 1918

Whereas it is with deepest sorrow that we, the members of Local Union No. B-28, pay our last tribute of respect to the memory of our late Brother, Roy G. Newton, whom God, in His infinite wisdom, saw fit to remove from our midst; and

Whereas we wish to extend to his family and relatives our deep and heartfelt sympathy; therefore be it

Resolved, That we, in meeting assembled, stand in silence for one minute as a tribute to his memory; and be it further

Resolved, That a copy of these resolutions be sent to his bereaved family, a copy spread upon the minutes of this meeting, a copy be sent to our official Journal for publication, and that our charter be draped for a period of 30 days.

CAMPBELL CARTER,

Baltimore, Md.

Chairman of Committee

Hans S. Hanson, L. U. No. 31

Initiated May 7, 1937

It is with deep sorrow and regret that we, the members of Local Union No. B-31, record the sudden and untimely death of Hans S. Hanson, a worthy and loyal Brother.

Resolved, That we extend our deepest sympathy to his bereaved family at this time; be it further

Resolved, That the meeting stand one minute in silent tribute to his memory and be it further

Resolved, That the charter be draped for a period of 30 days, and that a copy of these resolutions be spread upon the minutes of our meeting, a copy sent to his bereaved family, and a copy sent to our official Journal for publication.

LEONARD PETERSON,

Duluth, Minn.

Recording Secretary

Harry S. Hill, L. U. No. 34

Initiated March 12, 1941

Whereas Almighty God, in His infinite wisdom, has seen fit to take from our midst Brother Harry S. Hill, who passed away July 3, 1945, while on duty in the service of his country; therefore be it

Resolved, That we pay tribute to his memory by expressing to his relatives and friends our sincere sympathy; and be it further

Resolved, That the members stand in silence for a period of one minute in tribute to his memory, and that our charter be draped for a period of 30 days and a gold star be placed on our honor roll; and be it further

Resolved, That a copy of these resolutions be placed in the minutes of our regular meeting, a copy sent to our official Journal for publication, and a copy sent to his bereaved family.

CHARLES THORNTON,
ASA NORWOOD,

Peoria, Ill.

Committee

Stanley J. Howarth, L. U. No. 59

Initiated March 5, 1940

Whereas with deepest regret we, the members of Local Union No. 59, record the passing of our worthy Brother, Stanley J. Howarth; therefore be it

Resolved, That we extend our sincere sympathy to his bereaved family; be it further

Resolved, That as a token of respect our charter be draped for a period of 30 days; and be it further

Resolved, That these resolutions be made a part of the minutes of our meeting, and copies be sent to the family and to the official Journal.

P. M. LAUGHLIN,
WALLACE R. MIZELL,
C. E. FERGUSON,
S. D. PERIGO,
J. A. GLIDEWELL,
C. H. PRATLEY,

Dallas, Texas.

Executive Committee

Donald J. Robinette, L. U. No. 65

Initiated July 24, 1936

Walter J. Gaved, L. U. No. 65

Initiated August 27, 1937

It is with a sincere feeling of sorrow and regret that we, the officers and members of Local Union No. 65, record the death of Brothers Donald J. Robinette and Walter J. Gaved; therefore be it

Resolved, That an expression of our sympathy be sent to their families, a copy spread upon the minutes of our regular meeting, our charter be draped for 30 days, and a copy be sent to the Journal; be it further

Resolved, That the members stand for a period of one minute in silent meditation in respect to the memory of our Brothers

AL PHILLIPS,
J. C. SMITH,
KEITH HOLMES,
WILLIAM ELFORD,
F. E. BEQUETTE,
ARTHUR LARSON,

Butte, Mont.

Committee

Leo Clements, L. U. No. 76

Initiated May 14, 1936, in L. U. No. 970

To Local Union No. B-76 falls the regretful duty of recording the passing of one of our members, Leo Clements. We extend to his loved ones our fraternal sympathy, for we share the loss of a friend and Brother; therefore be it

Resolved, That our charter be draped for 30 days; be it further

Resolved, That our members shall stand in silence for 60 seconds in tribute to his memory; and be it further

Resolved, That a copy of these resolutions be spread upon our minutes, a copy sent to the family, and a copy to the official Journal for publication.

AL A. BRADLEY,
WILLIAM B. NICHOLL,
ROGER CAMPBELL,

Tacoma, Wash.

Committee

W. M. Cook, Jr., L. U. No. 80

Initiated July 21, 1939

It is my painful duty, with deep regret, to report the passing of our beloved Brother, W. M. Cook, Jr., into the beyond on July 12, 1946. He suffered from peritonitis following an appendectomy. He was a veteran of World War II, having served in the struggle across Europe.

In view of his youth, 25 years, and just having recently been married, we are extremely sympathetic with his wife and other loved ones surviving him; therefore be it

Resolved, That we, of Local Union No. 80, pay tribute to his memory by expressing our sincere heartfelt sympathy to his loved ones in suffering so great a loss; and be it further

Resolved, That our charter be draped for a period of 30 days, that a copy of these resolutions be sent to his family, a copy be spread on the minutes at our next meeting, and that a copy be sent to the official Journal for publication.

E. A. McCULLOUGH,

Norfolk, Va.

Press Secretary

Marcellus Gysel, L. U. No. 86

Initiated June 1, 1908

It is with profound sorrow and regret that we, the members of Local Union No. B-86, record the passing of our friend and fellow member, Brother Marcellus Gysel; therefore be it

Resolved, That we express our heartfelt sympathy to his wife and family; be it further

Resolved, That our local union stand for one minute in silent tribute to our departed Brother and our charter be draped for 30 days as a tribute to the departed; and be it further

Resolved, That a copy of these resolutions be spread upon our minutes, a copy sent to the official Journal for publication, and a copy sent to the bereaved family.

AL REED,
GENE ROSSE,
HAROLD GEIMER,

Rochester, N. Y.

Committee

James E. Baremore, L. U. No. 95*Initiated October 12, 1939*

It is with deep sorrow and regret that we, the members of Local Union No. B-95, record the passing of our Brother, James E. Baremore, with respect and a deep feeling of sympathy for his bereaved family and friends.

We, therefore, in meeting assembled, stand one minute in silent reverence, and shall drape our charter for 30 days in reverence to his memory.

This shall be sent to the Journal of Electrical Workers and Operators.

GEORGE B. HERRON,

Business Manager

Joplin, Mo.

Thomas Cronin, L. U. No. 125*Initiated November 23, 1934*

When men have labored together in their daily toil; when they have been associated in their relaxation and pleasures, when they have worked together toward the realization of principles and ideals that are mutually held dear, then the sundering of ties when one of them passes into the great beyond tears deep into the hearts of those who are left. When that passing onward comes with sudden unexpectedness, the shock of separation leaves inarticulate the thoughts of grief.

In such a way must Local Union No. B-125 record the loss of Brother Tom Cronin, he was one of us—he is no more.

To his loved ones we extend deep sympathy. We would lighten their burden, if that might be, by sharing their sorrow, for we grieve with them. We knew and called him Brother.

The charter of Local Union No. B-125 shall be draped for 30 days in memory of Brother Cronin, and a copy of this tribute shall be spread upon the minutes of this meeting. Copies shall also be sent to his bereaved family, and to our Journal for publication.

J. W. KELSEY,
C. L. CRAWFORD,
C. C. RHODIG,
JOE R. O'SHEA,

Committee

Portland, Oreg.

Fred J. Clayton, L. U. No. 145*Initiated September 12, 1916*

With the deepest sorrow we, the members of Local Union No. B-145, record the passing of our Brother, Fred J. Clayton; therefore be it

Resolved, That we pay tribute to his family by expressing our most sincere sympathy; be it further

Resolved, That a copy of these resolutions be spread on the minutes of our meeting, a copy sent to his family, and a copy to the official Journal for publication; and be it further

Resolved, That our charter be draped for a period of 30 days in his memory.

J. C. LYON,
CARL R. CLOUGH,
RAYMOND L. NAYLOR,

Committee

Rock Island, Ill.

B. A. Tracy, L. U. No. 180*Initiated May 11, 1933*

It is with deepest sorrow that we, the members of Local Union No. B-180, record the death of our esteemed and worthy Brother, B. A. Tracy; therefore be it

Resolved, That we pay tribute to his memory by expressing to his relatives our heartfelt sympathy in this hour of sorrow; and be it further

Resolved, That a copy of these resolutions be sent to his family and a copy be sent to the official Journal for publication.

ANDREW LOW,

President

PAUL OLDHAM,

Recording Secretary

Vallejo, Calif.

Virgil D. Anders, L. U. No. 185*Initiated May 14, 1940***Thomas Cronin, L. U. No. 185***Initiated November 23, 1934*

With deep sorrow and regret we, the members of Local Union No. 185, record the untimely death of Brothers Virgil D. Anders and Thomas Cronin; therefore be it

Resolved, That we drape our charter for a period of 30 days in their memory; be it further

Resolved, That a copy of these resolutions be sent to their families, and a copy be sent to the Electrical Workers' Journal for publication; and be it further

Resolved, That the members stand in silence for a period of one minute as a tribute to their memory.

GEORGE D. CLINE,

Recording Secretary

W. L. HALPINE,

Financial Secretary

Helena, Mont.

Charles J. Housley, L. U. No. 213*Initiated July 21, 1919*

Whereas Almighty God, in His infinite wisdom, has seen fit to take from our midst Brother Charles Housley; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family our sincere sympathy; be it further

Resolved, That we stand in silence for one minute at this meeting; and be it further

Resolved, That a copy of these resolutions be incorporated in the minutes of this local union, a copy be sent to the family of our late Brother,

and a copy sent to the International Office for publication in the Electrical Workers' Journal.

M. SAUDER,
S. W. SPENCER,
A. C. HILL,

Committee

Vancouver, B. C.

Linwood C. Haraden, L. U. No. 222*Initiated February 8, 1928*

It is with deep sorrow and regret that we, the members of Local Union No. 222, record the passing of our Brother, Linwood C. Haraden; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family our sincere sympathy; be it further

Resolved, That we drape our charter for a period of 30 days in his memory; and be it further

Resolved, That a copy of these resolutions be sent to the family of our departed Brother, a copy placed in the minutes of our meeting and that a copy be sent to our Journal for publication, also placed in the next issue of our local paper.

HARVARD B. DOW,

Recording Secretary

Bar Harbor, Maine.

Henry Lewis Banks, L. U. No. 340*Initiated October 1, 1906*

It is with the deepest sorrow that we, the members of Local Union No. 340, note the passing of our deceased Brother, Henry Lewis Banks; therefore be it

Resolved, That our meeting be adjourned in memory of our departed Brother, and that we stand for one minute with bowed heads in reverence; and be it further

Resolved, That a copy of these resolutions be sent to the bereaved family, a copy sent to the official Journal for publication, and a copy spread upon the minutes of our meeting.

O. D. DUNCAN,

Recording Secretary

Sacramento, Calif.

Harry J. Sergeant, L. U. No. 349*Initiated June 27, 1933***Bill Rein, L. U. No. 349***Initiated September 4, 1919, in L. U. No. 134*

We, the members of Local Union No. 349, in our feeling of deep sorrow and regret wish to express our sympathy to the families and loved ones of Brothers Harry J. Sergeant and Bill Rein.

Brother Sergeant having been a true and loyal member here for more than 20 years, his death comes as a great shock to our membership. His pleasant personality and will to go forward shall always be remembered.

Brother Rein was confined to a hospital in North Carolina for the past seven years.

May they rest in peace.

R. C. TINDELL,**CARL HANSEN,****J. D. EDWARDS,**

Committee

Miami, Fla.

Sheila A. Downs, L. U. No. 384*Initiated July 22, 1942*

With a sincere feeling of sorrow and regret, we, the members of Local Union No. 384, record the untimely passing of our friend and Brother, Sheila A. Downs, on July 28, 1946; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family and friends our sincere sympathy; be it further

Resolved, That a copy of these resolutions be sent to his family and a copy be sent to the International Office for publication in the Electrical Workers' Journal; and be it further

Resolved, That we stand in silence for one minute as a tribute to his memory and that our charter be draped for a period of 30 days.

WALTER R. CLIFT,**HARRIS JACKSON,****C. W. HANSON,****JOHN YOUNG,**

Committee

Muskogee, Okla.

Theodore R. Foster, L. U. No. 397*Initiated December 12, 1934*

With a sincere feeling of sorrow, we, the members of Local Union No. 397, record the death of Theodore R. Foster; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family our sincere sympathy; be it further

Resolved, That our charter be draped for a period of 30 days; and be it further

Resolved, That a copy of these resolutions be sent to our official Journal for publication.

J. L. DYER,**C. F. VANSTEENBERG,**

Committee

Balboa, C. Z.

James M. Connor, L. U. No. 460*Initiated June 16, 1941*

Whereas it is with a sincere feeling of sorrow and regret that we, the members of Local Union No. 460, record the passing of our Brother, James M. Connor; and

Whereas we wish to extend to his family our deepest and heartfelt sympathy; therefore be it

Resolved, That we stand in silence for one minute as a tribute to his memory; be it further

Resolved, That a copy of these resolutions be sent to his family, a copy spread on the minutes of our meeting, and a copy be sent to the Elec-

trical Workers Journal for publication; and be it further

Resolved, That our charter be draped for a period of 30 days.

JOHN COLLIER,
WILLIAM CERVENKS,
J. P. FERGUSON,

Committee

Midland, Texas

Frank H. Chase, L. U. No. 465*Initiated May 10, 1937*

It is with deep sorrow and regret that we, the members of Local Union No. B-465, record the passing of our Brother, Frank H. Chase; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family our sincere sympathy; and be it further

Resolved, That we drape our charter for a period of 30 days, and that a copy of these resolutions be spread on the minutes of our meeting; that a copy be sent to the official Journal of the Brotherhood for publication and that a copy be sent to his bereaved family.

R. D. ALEXANDER,
RAY E. SMITH,
ARTHUR HYDER,

Committee

San Diego, Calif.

G. T. Rowen, L. U. No. 474*Initiated October 2, 1942*

Whereas it is with the deepest sorrow that we, the members of Local Union No. B-474, pay our last tribute of respect to the memory of our late Brother, G. T. Rowen, whom God, in His infinite wisdom, saw fit to take from our midst; and

Whereas we wish to extend to his family and relatives our heartfelt sympathy during this period of sorrow; therefore be it

Resolved, That we, in meeting assembled, stand in silence for one minute as a tribute to his memory; and be it further

Resolved, That a copy of these resolutions be sent to his family, a copy spread upon the minutes of this meeting, a copy sent to the official Journal for publication, and that our charter be draped for a period of 30 days.

FRANK GABLE,
J. WALTER DAVIS,
SHANDS MORGAN,

Committee

Memphis, Tenn.

Alfred Carlson, L. U. No. 494*Reinitiated January 30, 1940***John Rapp, L. U. No. 494***Reinitiated October 19, 1931*

It is with deep sorrow and regret that we, the members of Local Union No. B-494, record the passing of Brothers Alfred Carlson and John Rapp; therefore be it

Resolved, That we pay tribute to their memory by expressing to their families our sincere sympathy; and be it further

Resolved, That a copy be spread on our minutes, a copy of these resolutions be sent to their families, and a copy be sent to the Electrical Workers Journal for publication.

THEO. LA CHAPELLE,
GEORGE KAISER,
GEORGE SPATH,
ART SCHROEDER,

Sick Committee

Milwaukee, Wis.

Carl Kimball, L. U. No. 567*Initiated September 15, 1916*

Whereas Almighty God, in His infinite wisdom, has seen fit to take from our midst our esteemed friend and member, Brother Carl Kimball, who died August 10, 1946; and

Whereas in the passing of Brother Kimball Local Union No. 567 of the I.B.E.W. has lost a true, loyal, and highly respected member; now, therefore, be it

Resolved, That we express our heartfelt sympathy to his wife and family; be it further

Resolved, That this meeting stand for one minute in silent prayer and tribute to his memory, and that we drape our charter for a period of 30 days; and be it further

Resolved, That a copy of these resolutions be entered in the minutes of this local union meeting, a copy sent to the family of Brother Kimball, and a copy to the International Office for publication in the Electrical Workers Journal.

Committee

Portland, Maine.

Carl R. Satterfield, L. U. No. 613*Initiated April 1, 1935*

Whereas with genuine feelings of sorrow and sadness at our loss, since Almighty God in His mercy, love, and infinite wisdom, has seen fit to remove from our midst our friend and Brother, C. R. (Bubber) Satterfield, who died July 13, 1946; and

Whereas in the passing of Brother Satterfield, Local Union No. B-613 has lost a true and loyal friend; therefore be it

Resolved, That we pay tribute to his memory by expressing our heartfelt sympathy and sorrow to his bereaved family in their hour of sorrow; and be it further

Resolved, That a copy of these resolutions be sent to his family, a copy spread on the minutes of our local union, and a copy sent to the Electrical Workers Journal for publication; and be it further

Resolved, That our charter be draped for 30 days as a tribute to his memory.

R. S. EDWARDS,
President
E. W. COLLIER,
Business Manager
H. B. BARBER,
Financial Secretary

Atlanta, Ga.

James Edwin Smith, L. U. No. 644

Initiated June 5, 1945

It is with sincere feelings of sorrow and regret that we, the members of Local Union No. 644, record the passing of our Brother, James Edwin Smith; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family and friends our sincere sympathy in their sorrow; be it further

Resolved, That the charter of this local union be draped for a period of 30 days; and be it further

Resolved, That a copy of these resolutions be sent to the bereaved family, a copy spread on our minutes and a copy be sent to the Electrical Workers Journal for publication.

I. M. JONES,
Recording Secretary
Goose Creek, Texas

Palmer N. Rudey, L. U. No. 708

Initiated February 20, 1942

It is with deep sorrow and regret that we, the members of Local Union No. 708, record the passing of Brother Palmer N. Rudey. Born at Fertile, Iowa, November 5, 1896, and died June 23, 1946, at Mercy Hospital, Denver, Colorado. He had spent 25 years as an electrician. The burial was at Eagle Grove, Iowa; therefore be it

Resolved, That we pay tribute to his memory by expressing to his wife and five children our sincere sympathy; and be it further

Resolved, That a copy of these resolutions be sent to the International Office for publication in our official Journal, and a copy be sent to his bereaved family.

JOHN G. WEBER,
Recording Secretary
Denver, Colo.

John Howard Johnson, L. U. No. 759

Initiated July 29, 1942

With sincere expression of sorrow and regret, we, the members of Local Union No. B-759, record the passing of Brother John H. (Shorty) Johnson, the one among us who laughed always, even in the face of adversity; therefore be it

Resolved, That we pay tribute to his memory by expressing to his relatives our sincere sympathy; be it further

Resolved, That a copy of these resolutions be spread on the minutes of our local union; a copy be sent to the Journal of Electrical Workers for publication; and be it further

Resolved, That our charter be draped for a period of 30 days in his memory.

W. L. CROSBY,
Recording Secretary
Fort Lauderdale, Fla.

Frank B. Howard, L. U. No. 780

Initiated March 6, 1936

Roscoe L. Moore, L. U. No. 780

Initiated January 17, 1941

It is with deep sorrow and regret that we record the death of Brothers Frank B. Howard and Roscoe L. Moore; therefore be it

Resolved, That we pay tribute to their memory by expressing our sincere sympathy to their families; be it further

Resolved, That our charter be draped for a period of 30 days, that a copy of these resolutions be sent to their families, that a copy be spread on the minutes of our meeting, and that a copy be sent to our official Journal for publication; and be it further

Resolved, That we rise and pay tribute in silence for 60 seconds in honor of our deceased members.

W. H. SCOTT,
H. E. SCOTT,
Committee
Columbus, Ga.

James J. Dunn, L. U. No. 817

Initiated November 9, 1939

William O'Brien, L. U. No. 817

Initiated May 20, 1930

Whereas Almighty God, in His infinite wisdom, has seen fit to relieve Brothers James J. Dunn and William O'Brien of the burdens of this world; and

Whereas before Brothers Dunn and O'Brien passed on to their eternal reward they were worthy and loyal members, respected by all; therefore be it

Resolved, That we extend our condolences to their bereaved families at this time; be it further

Resolved, That the meeting stand for one silent minute in tribute to their memory; be it further

Resolved, That the charter of this local union be draped for a period of 30 days; and be it further

Resolved, That a copy of this resolution be incorporated in the minutes of this local union, a copy be sent to the families of our late Brothers, and to the International Office for publication in the Electrical Workers Journal.

JAMES HAYES,
PATRICK MOYLAN,
JOHN METZ,
H. DANIELLEN,
J. COSTELLO,
J. O'ROURKE,
Resolution Committee
New York, N. Y.

Lee M. Blevins, L. U. No. 862

Initiated July 25, 1917

With a sincere feeling of sorrow and regret we, the members of Local Union No. 862, record the death of our departed friend and Brother, Lee M. Blevins, on June 30, 1946.

He was a man with many friends, and will long be remembered by those with whom he worked.

We extend to his relatives our deepest sympathy. We resolve that a copy of this resolution be spread on the minutes, a copy sent to the family, and a copy sent to the Journal for publication.

Resolved, That our charter be draped for a period of 30 days.

W. S. HENDERSON,
R. D. POWER,
C. W. MORRISON,
Committee
Jacksonville, Fla.

Clifford Crow, L. U. No. 908

Initiated April 30, 1946

It is with deepest sorrow that the members of Local Union No. 908 record the sudden death of Brother Clifford Crow; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family our deepest sympathy; be it further

Resolved, That we pay tribute to his memory by standing in silence at the meeting of the local; and be it further

Resolved, That a copy of these resolutions be sent to his family, a copy sent to the Journal for publication, and also recorded in the local minutes.

GILBERT PHILLIPS,
Recording Secretary
Greenville, S. C.

Laverne M. Hinz, L. U. No. 953

Initiated June 14, 1940

It is with deepest sorrow and regret that we, the members of Local Union No. B-953, record the untimely passing of our Brother, Laverne Hinz, who has been a true and loyal member; and

Whereas it is our desire to express our appreciation for his loyalty to the cause of our Brotherhood; therefore be it

Resolved, That we express our deepest sympathy to his family, that we spread a copy of this resolution on the minutes of the local union, that a copy be sent to the Journal for publication, and that we drape our charter for a period of 30 days as a tribute to his memory.

HOMER D. WHITE,
Recording Secretary
Eau Claire, Wis.

Frank Comfort, L. U. No. 1002

Initiated February 10, 1939

W. H. Simpson, L. U. No. 1002

Initiated October 15, 1936

Jessie L. Griffith, L. U. No. 1002

Initiated February 18, 1944

It is with deep sorrow and regret that we, the members of Local Union No. B-1002, record the passing of our late Brothers, Frank Comfort, W. H. Simpson, and Jessie L. Griffith; therefore be it

Resolved, That our deepest sympathy be extended their bereaved families; and be it further

Resolved, That tribute be paid their memory by draping our charter for a period of 30 days and that a copy of this letter be sent to the official Journal for publication.

W. H. RILEY,
Financial Secretary
Tulsa, Okla.

David G. Brown, L. U. No. 1183

Initiated November 13, 1941

It is with deepest sorrow and regret that we, the members of Local Union No. 1183, record the passing of David G. Brown on August 13, 1946. He was a loyal member of the local for five years. He was a man who will long be remembered in the hearts of the men who had the privilege of working with him. He was a loyal father and husband as well as a faithful member of the church, vestry board, treasurer of the parish and Sunday school teacher; therefore be it

Resolved, That we pay tribute to his memory by assembling in the hall in prayer and by draping the charter for 30 days; be it further

Resolved, That we extend our heartfelt sympathy to the family and send a copy of this to the deceased's wife, a copy to the Journal, and a copy to the Roanoke Beacon.

H. O. LOVIC,
W. H. SMITH,
JACK GRAY,
Committee
Plymouth, N. C.

James MacMillan, L. U. No. 1361

Initiated May 1, 1944

Whereas God, in His infinite wisdom and mercy, has suddenly called from our midst Brother James MacMillan; and

Whereas we, the members of Local Union No. 1361, in regular meeting assembled, deem it fitting and proper to offer a tribute to our late Brother, who has long been a loyal arch in our local and a valued friend to all who knew him; therefore be it

Resolved, That we stand for one minute in silent tribute to his memory; and be it further

Resolved, That a copy of these resolutions be sent to the wife of our departed Brother, a copy be sent to the International Office for publication in the Journal, and a copy be spread upon the minutes of our local; and be it further

Resolved, That our charter be draped for a period of 30 days in respect to his memory.

EDWARD B. CURRAN,
Recording Secretary
Pekin, Ill.

Albert Harber, L. U. No. 1392

Initiated August 15, 1937

Whereas Almighty God, in His infinite wisdom, has removed from our midst our esteemed and worthy Brother, Albert Harber; and

Whereas in the death of Brother Harber Local Union No. B-1392, of the International Brotherhood of Electrical Workers, has lost one of its true and devoted members; therefore be it

Resolved, That Local Union No. B-1392 recognizes its great loss in the death of Brother Harber and hereby expresses its appreciation of his services to the cause of our Brotherhood; be it further

Resolved, That Local Union No. B-1392 tenders its sincere sympathy to the family of our good Brother in their time of great bereavement; and be it further

Resolved, That a copy of these resolutions be sent to the family of our late Brother, a copy be spread on the minutes of our local union, and a copy be sent to the official Journal of our Brotherhood for publication.

FORD HALL,
RAY JACOT,
W. E. BODEKER,
Committee
Gary, Ind.

DEATH CLAIMS FOR AUGUST, 1946

L. U.	Name	Amount
68	J. L. McGill	\$1,000.00
1 O. (185)	V. D. Anders	1,000.00
1249	F. G. Eley	1,000.00
733	R. O. Penton	475.00
3	A. Zucker	1,000.00
3	W. D. McKerchar	1,000.00
53	E. N. Hughes	1,000.00
3	E. F. Donahue	1,000.00
547	A. C. Christopherson	1,000.00
40	Michael Rohan	1,000.00
365	V. R. Cothran	825.00
1002	William H. Simpson	1,000.00
1002	F. L. Clear, Jr.	1,000.00
26	T. F. Horgan	1,000.00
11	H. Plattum	475.00
1 O. (713)	F. Skirvin	1,000.00
1186	M. Yapple	475.00
1 O. (26)	D. Rabbitt	1,000.00
175	C. L. Lamb	1,000.00
1 O. (40)	E. Stearns	1,000.00
1 O. (83)	J. Seay	1,000.00
80	William M. Cook	1,000.00
716	J. L. Dwyer	1,000.00
70	C. Wingate	1,000.00
224	W. A. Westgate	1,000.00
3	J. R. Heiser	650.00
494	J. J. Rapp	1,000.00
417	C. C. Hestand	1,000.00
18	J. H. Carnahan	1,000.00
865	J. P. Wade	825.00
1 O. (17)	G. Burns	1,000.00
465	F. H. Chase	1,000.00
134	W. Kross	1,000.00
644	J. E. Smith	300.00
1 O. (101)	J. F. Harmuth	1,000.00
1 O. (48)	R. G. Ritchie	650.00
862	L. M. Blevins	1,000.00
3	A. Hoffman	650.00
125	T. M. Cronin	1,000.00
1 O. (685)	P. Burt	1,000.00
1 O. (107)	E. T. Bedwin	825.00
1 O. (6)	T. H. Nichols, Jr.	650.00
324	A. L. Sampson	1,000.00
494	A. Carlson	1,000.00
661	F. W. Camp	1,000.00
1	R. C. Colwell	1,000.00
11	William H. Newell	650.00
77	R. E. Mack	1,000.00
239	S. C. Johnson	1,000.00
384	S. A. Downs	825.00
3	F. E. Eagle	1,000.00
31	H. S. Hanson	650.00
3	S. J. Smith	1,000.00
760	T. J. Moody	825.00
38	R. E. Reed	300.00
84	Henry C. Harper	1,000.00
950	Arthur E. Wolf, Jr.	650.00
1393	Frank L. Haley	1,000.00
1 O. (23)	Elmer L. Peterson	1,000.00
1392	Albert J. Harber	1,000.00
716	Herbert Sherrouse	825.00
6	Paul H. Magee	475.00
292	Donald P. Ross	1,000.00
589	Eugene H. Squires	1,000.00
594	Earl E. Snow	1,000.00
3	Eugene Engel	1,000.00
1 O. (195)	Clarence H. Lohfink	475.00
108	Charles M. Woodward	1,000.00
17	Wayne L. Colburn	1,000.00
499	Patrick F. O'Brien	1,000.00
193	Norman Storey	1,000.00
1	Chas. A. Hildebrandt	1,000.00
1 O. (151)	Patrick J. Kelleher	475.00
302	Robert S. Milne	1,000.00
292	Fred L. Soderberg	300.00
702	Harold H. Wright	1,000.00
889	Lawrence H. Barregarye	650.00
1 O. (222)	Charles E. Rains	825.00
747	L. C. Haraden	1,000.00
1 O. (52)	T. M. Bohan	1,000.00
717	F. C. Knapp	1,000.00
1 O. (134)	James J. Tierney	1,000.00
567	Leo Stone	1,000.00
77	Carl L. Kimball	1,000.00
262	Orville H. Harris	1,000.00
240	Geo. A. Summers	1,000.00
246	Gwynn F. Godfrey	1,000.00
262	Arthur H. Bowers	1,000.00
1 O. (17)	John King, Jr.	1,000.00
16	Joseph J. Miller	1,000.00
1 O. (770)	C. N. Schulte	1,000.00
	S. B. Strasberg	825.00

L. U.	Name	Amount
570	George J. Emerson.....	1,000.00
460	James M. Connor.....	1,000.00
18	Homer Eaton Connelly.....	475.00
11	Claude T. Hauschildt.....	650.00
398	Eugene G. Pearce.....	1,000.00
I. O. (164)	Mathew Costello.....	333.33
3	Max Annenberg.....	150.00
594	Charles A. Stephenson.....	150.00
716	Willis H. Pepper.....	150.00
11	Charles M. Holmes.....	150.00
11	Paul Purcell.....	150.00
I. O. (46)	George Blumberg.....	150.00
46	George S. Scheytt.....	150.00
I. O. (213)	C. J. Housley.....	1,000.00
46	Daniel W. Campbell.....	150.00
		\$89,208.33

VEPCO AWARD

(Continued from page 377)

ginians? What is the 'evil leadership' he charges? The leaders of the employees of VEPCO are officers elected by the employees and who operate solely and only upon request from those employees. So the Governor presumes to call his own people, who are the backbone and marrow of the Old Dominion, evildoers while he assumes a righteous and paternalistic attitude toward VEPCO whose vast profits are pooled into the monumental accumulation of wealth now controlled by financial tycoons of Wall Street.

"The employees' representatives did not refuse to meet the Governor. And what was the Governor's intention? He states, 'it was my purpose to ask the union to withdraw the strike order unconditionally'. In other words, with the club of State ownership in one hand and gun of economic power of the company in the other, the Governor proposed to beat the workers into submission.

"Perhaps it is just as well the meeting was never held. The Governor says 'it was not proper for a public official to negotiate' between parties in economic contention. Is it then proper for the Governor, who is elected by all the people, to throw the weight of the Commonwealth upon the balance on the side of a monopolistic enterprise that exists by virtue of the people's blood, sweat and tears? Is it proper for the Governor to defy Federal laws such as the Smith-Connelly Act, sponsored by a Virginia Congressman, and usurp authoritarian prerequisites in defense of a corporation foreign to our State? Let the Governor again look at his statement of evil leadership and place that thorny crown upon the heads of the right persons.

"The Governor apologizes for his failure to look properly into this matter at the right time on the plea 'that to negotiate or make terms with those who threaten to do violence or by baleful influences into making any concessions or commitment of any kind is improper. Will the Governor please inform us as to who started all this talk of violence and imposition of baleful influence?

"The fact of the matter is that Governor Tuck actually forestalled a settlement of the controversy last Sunday when in the company's camp it was known that a list of all essential employees was being compiled at the Governor's request.

Protection for Company

"Of course the company will surrender its properties to be operated by the State. The company does not stand to lose anything but on the contrary has the assurance of Governor Tuck against loss of profit. It


would be merely a paper transaction with the present company officials operating normally and under protection of State guns to continue to amass huge profits for the coupon clippers of the financial world.

"We are not unmindful of the serious inconveniences that occur during a shutdown of electric light and power. Did the Governor think of those things while the workers of his State were being badgered and pushed from pillar to post by VEPCO officials?

"The Lord notes even the fall of a sparrow. Apparently Governor Tuck notes only the fall of the profit bird and has no sight for the plight of his workers. We commend the Governor to study the fact that authority is derived from reason and never reason from authority and to Jefferson's 'The mass of mankind has not been born with saddles on their backs. Nor a favored few booted and spurred ready to ride them legitimately. By the grace of God.'"

The I.B.E.W. made public its offer of arbitration on March 29 while the newspapers kicked around the "pro and con" of the Governor's action. Labor was solid in its opposition and a State-wide "holiday" was contemplated. The membership on VEPCO properties in some locations were preparing to walk off the job previous to the April 1 deadline and remained on the job after being requested to do so by the I.B.E.W. negotiating committee.

The Governor was notified on March 30 that the members of eight locals on VEPCO properties had voted unanimously "not to work for the State." A joint conference was called by the commissioner of conciliation to discuss the possibilities of arbitration. At this conference, while State guardsmen were sequestered in the office of the President of VEPCO waiting to serve papers on members of the I.B.E.W. Committee and others stationed at various locations on the properties, the company attempted to negotiate with the I.B.E.W. The union refused and insisted that a stipulation be drawn up providing for arbitration following a short period of negotiation and that such negotiations should not take place until after a recess and also that the wages and expense of the employee members of the I.B.E.W.



THE SALVATION ARMY
MARCHING FORWARD

"Marching Forward to a Better World" is the slogan of The Salvation Army's expanded program of aid to humanity.

Character-building activities for youth to aid in preventing juvenile delinquency; aid to veterans and servicemen at home and abroad; rebuilding of men, women and children through spiritual work; extension of Service Units to smaller towns and communities, in police courts and prisons—these are among major objectives.

Support this program and help The Salvation Army and America to go "Marching Forward to a Better World."

committee be paid by the company during such negotiations. Finally, the company agreed and such a stipulation was drafted and signed, whereupon the I.B.E.W. immediately withdrew the strike notice. The next issue of the newspapers carried a statement of the Governor declaring the emergency at an end and "honorably discharging" the members of the unorganized militia.

Negotiations were resumed on April 9 and within the period stipulated, April 9 through April 15, the parties were able to settle all issues with the exception of retroactive pay and union security. The arbitration board provided for in the stipulation of March 30 met on June 7 and 8 and handed down the decision outlined in the beginning of this article.

During the negotiations, when conditions were at the most crucial state, the employees in the "fringe" group voted in an N.L.R.B. election and chose the I.B.E.W. almost 2 to 1.



INSURE SECURITY—BUY BONDS NOW

LABOR RELATIONS

(Continued from page 372)

are constantly required regardless of variation in output.

7. Through the years, there has been a continuous introduction of new machinery and improved technology. This is evidenced by the increasing ratio of capital investment per worker.

8. For the gas, electric and communications industries especially, the law of increasing returns operates. Revenue increases greatly with a rise in output, until full capacity is utilized. Each additional unit of output increases costs only slightly, but creates a revenue equal (or almost equal) to that of the first unit produced.

9. There is dispersion and decentralization of productive activity. By this I mean all the workers are not congregated at one central point, the factory, as in the case of most other industries. There are many separately located generating stations, gas works and telephone exchanges. Street car motormen and subway conductors are on their own independent run or located at dispersed stations. Linesmen and other outside maintenance workers are also widely separated from other workers or other productive activity.

10. More so than in the case of most other industries, the public has close physical contact with the functioning of some of the workers in the utilities from meter readers to street car motormen and bus operators.

As previously stated, these special characteristics of the public utilities shape the manner in which each of the three interested groups (the public, the employer, and the employee) seek to obtain their respective objectives and determines to some extent the degree of success that they have.

First, I would like to deal briefly with those objectives of the consumer, the public, that affect employer-employee relationships. Primarily, the consumer wants the service or commodity. He needs it and must be able to obtain it at that specific time it is required, for he cannot store up a reserve. In this connection, his interest in industrial peace is both vital and continuous, for he is affected immediately by a cessation of service. Recognition of this need has had its effect on both employer and employee as will be discussed below.

Secondly, the consumer is interested in a low cost. He is partially protected in this by his regulatory body which sets the rates. That body limits the employer to a "fair return"—frequently 6 per cent of capital investment—but has no direct function in the establishment of wage levels, which of course affect the rates to be paid by the consumer. However, due to the relatively weak bargaining position of the utility worker (to be discussed below), wages have never been excessive, either on the basis of the worker's needs nor in comparison with wages of other industries in that area. On the other hand, the public interest is served by wages adequate to attract and maintain efficient and satisfied workers.

Thirdly, and especially in transit industries where the public is in close contact with the operating employee, the consumer for his own protection wants safe operation of the equipment. Management must have the proper safeguards and the worker must be trained and responsible. This is of significance in labor-management relationships in

that it has helped eliminate hazardous working conditions and excessive hours.

The effect of these special characteristics on the employer's objectives and his relationships with his employees may be summarized as follows:

The employer is in a very strong bargaining position. His company is a monopoly and need fear but little competition for utility workers in that area. His profits are practically guaranteed and at a stable level. His company is normally large, in sound financial condition and with very adequate reserves. He is normally able to resist employee demands.

2. On the other hand, he has the legal responsibility, in exchange for his monopolistic position, to provide continuous service. This serves as a leverage in inducing him to accede to workers' demands that would probably be considered justified in the eyes of the public. Moreover, the fact that his "fair return" is guaranteed over and above all operating expenses, may cause him to be less resistant to demands that might increase those expenses. This latter factor is not likely to operate if he feels that the increase in wages would not be followed by a proportionate increase in rates by the regulating body. For example, due to the greatly increased wartime output and the law of increasing returns cited previously, revenues have been very great during the recent period. Although rates would probably eventually be reduced to keep returns down to the "fair" level, until that time the financial position of the company is being greatly enhanced. To relinquish part of that gain prematurely by giving wage increases would not be sound from the company's viewpoint. Also, if the employer is seeking to keep rates as low as possible in order to show up favorably in comparison with a government-owned yardstick, he is more likely to resist any demand that would directly or indirectly increase his operating expenses.

3. Aside from his strong bargaining position, other factors operate to assure him, under normal conditions, an adequate, stable and efficient labor force, which is one of his basic objectives. The absence of marked cyclical or seasonal variation in demand makes for relatively little turnover among his employees. Moreover the continued introduction of machinery has reduced his employee needs, although actually, this was counteracted by the concurrent rapid expansion of utilities as urban areas developed and suburban and even rural areas sought such facilities. The machines also had the effect of reducing the requirements for special skills in employees. Vacant jobs, if any, could therefore be more readily filled.

4. In one comparatively minor respect, the special nature of the utilities is disadvantageous in regard to his relations with his employees. The dispersion and decentralization of productive activity make difficult the control and supervision required to assure proper discipline and efficiency of his workers. This problem is of especial importance in those cases where the utility worker is thrown into constant contact with the public as a recognized representative of the company.

Turning now to the employee, we find he is affected both in terms of his individual goals and problems and also in the manner in which he acts collectively with his fellow workers in obtaining for themselves what they feel is desirable or necessary.

In most cases, the worker recognizes that

his industry is unique and carries unique responsibilities. Although he is not a party to the franchise, he generally has accepted the moral compulsion, not present in ordinary industry, to avoid cessation of services as far as possible. A few statistics will illustrate this. In the 10-year period ending in 1937, there were 61 strikes in utility companies (exclusive of transit workers) as compared with:

Iron and steel products -----	584
Auto -----	266
Women's clothing -----	614
Boots and shoes -----	525
Coal mining -----	887
Building and construction ---	2145

This hesitancy to assert himself too strongly, either as an individual or as a member of a group, considered in conjunction with the very strong bargaining position of the employer, has placed the worker in a disadvantageous position. In general, accomplishment of his aims and demands has depended to a great extent upon the willingness of the company to go along or upon the active recognition by the public that his claims were just. For this reason and due to the localization of market (one utility generally serving only one metropolitan area and the surrounding locale rather than a regional or national market), standards of wages and working conditions generally existent in the immediate locality have tended to serve as a major factor in determining similar standards for the utilities.

Postponing for a while the relations of the employer with employee groups in the process of collective bargaining, we can see that the special nature of the utilities creates these specific effects on individual workers.

(1) The absence of marked cyclical or seasonal variation in demand makes for generally stable employment. (2) As a result of the sound position of the company, flow of wages out of revenue (its source) is not likely to dry up. (3) Public interest in safety of operations has served to employee advantage in affording him greater protection on the job and in reducing the number of hours of work. (4) His contact with the public sometimes provides him with the opportunity to familiarize them with the problems and to enlist their support in desirable changes.

On the other hand, if he is discharged, his position is far from enviable. Since his company, a monopoly, is usually the sole utility of that type in the area, local opportunities for similar employment are very limited. He is normally not particularly suited for employment in other fields, due to the specialized nature of utility work. This creates a fear that also serves to deter him from actions that might antagonize the employer in any manner.

Increasing use of machines has served in some cases to de-skill him, make his specific skill no longer of particular value. It frequently places a premium on the quick reactions of the young and therefore tends to shorten the wage-earning period of the worker. The introduction of machinery has not served to displace employees to any great extent, however, because of the marked expansion in the industry facilitated by the use of these machines.

Lastly, the need for continuous service at almost all hours disrupts normal family and social life of workers on the job at these odd hours.

Prior to the 1930's unionization of utility workers progressed slowly, on the whole. We've already discussed some of the reasons for this; those and others may be summarized as follows:

1. Recognition by the worker of his special responsibility to provide continuous service and fear of public wrath if he failed to do so.

(Continued on page 395)

ELECTRIC WORK

(Continued from page 369)

projects. The only exception was one of the smaller prefabricated projects where the electrical work was done by the general contractor for erection. This particular general contractor, who has carried out a rather large volume of work of many types in his part of the country, follows the standard practice of doing his own electrical work rather than subcontracting it. While this project was in one of the lower-wage localities and average hourly earnings for all site workers were somewhat low, for the electrical worker as a whole and also for journeymen average hourly earnings were among the highest for any of the 24 projects.

There was very little difference between conventional and prefabricated projects in average hourly earnings for site work, either for all electrical workers or for journeymen electricians. For one project of each group, average hourly earnings for journeymen was well below \$1.50 per hour, but both of these were in small localities in a state of rather low wage rates, and both were among the early projects. In all other cases, the figure for journeymen was above \$1.50. It ran from \$1.50 to \$1.85 for the conventional projects, and from \$1.50 to \$1.95 for the prefabs. The median figure, with half of the projects above it and half below it, was only a few cents apart for the two groups—\$1.63 for conventional, and \$1.66 for prefabricated.

The bulk of the work was done by journeymen, but at three of the smaller projects hours for working foremen approached those for journeymen and in one of these cases were actually greater. Apprentices worked on eight of the 15 prefabricated projects, and on three of the eight conventional projects. Helpers also worked on eight of the prefabricated projects, but did a substantial part of the work at only five of these. At the remaining three, they worked less than ½ hour per house. There were helpers at seven of the eight conventional projects.

At the moving project man-hours per house for all occupations were roughly a third less than for prefabrication and erection of the same houses, but man-hours for the electrical work only were about a third greater. These houses were built in panels which could be taken apart for moving, with the electric wiring installed at the site during construction. The wiring was not of course made up of individual sections coming apart at the panel joints, so that it took longer to do the disassembling and reassembling of the electrical installation than to put it in originally.

U. S. Department of Labor
Bureau of Labor Statistics
Employment and Occupational Outlook
Branch
Division of Construction and Public
Employment

Man-hours per Dwelling Unit for Electrical Work

24 War Housing Projects

Man-hours	Number of Projects	
	Pre-fabricated	Conventional
Under 10	3	--
10-14.9	6	--
15-19.9	2	2
20-24.9	4	5
25 or over	--	1
Weighted average (man-hours)	13.4	20.1

U. S. Department of Labor
Bureau of Labor Statistics
Employment and Occupational Outlook
Branch
Division of Construction and Public
Employment

Average Hourly Earnings of Journeymen Electricians
24 War Housing Projects

Average Hourly Earnings	Number of Projects	
	Pre-fabricated	Conventional
Under \$1.500	1	1
1.500-1.599	3	2
1.600-1.699	4	4
1.700-1.799	2	--
1.800-1.899	4	1
1.900-1.999	1	--

LABOR RELATIONS

(Continued from page 394)

2. Fear of reprisal by his potent, monopolistic employer.

3. Dispersion of workers, hindering the development of a cohesive employee group with unified goals and action. This factor tended to group workers in one plant together in employee representation plans for that plant.

4. Stability of employment and frequent willingness of employers to go along on well-recognized and justified demands.

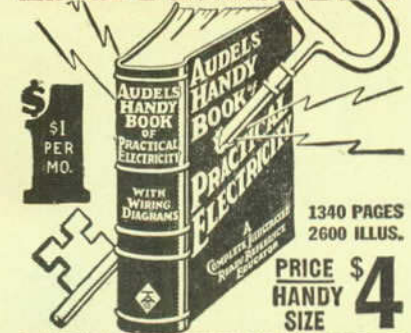
5. Use of company unions, especially after the consolidation of the utilities after World War I. These company unions offered unstinted inducements such as insurance plans, pension funds, sickness and accident benefits, loans, recreational and social facilities. The employer was very successful in this for the cost of such benefits was considered as operating expenses and was passed on to the consumer in the form of higher rates without interfering with his "fair return." Those inducements plus an employee representation plan to settle grievances appealed to the worker who hesitated to act, forcibly if necessary, to form a union with other workers. The consolidation of utilities that facilitated this development, however, also had a reverse effect. In that process, workers eventually become a more compact, cohesive and vocal group, affected by standardized working conditions. But this was not forcibly felt until the mid '30s.

6. Other expenses incidental to the company's resistance to efforts of the employees to unionize (advertisements, detective agencies, etc.) were also considered as operating expenses and were therefore borne by the consumer rather than the employer. The employees, on the other hand, have the full brunt of their expenses involved in the struggle. Employees were sometimes able to effectively advertise to the public their side of the story by the contact some had with the public on the job.

7. Organization attempts that were accompanied by wage increase drives had the disadvantage, in that unions had the burden of proving the wage increase was justified, based upon the company's ability to pay. This aligned them against not only the employer but also the public, who might have felt this would result in higher rates, and against the regulatory body, whose efficiency was impugned. The union's claim of ability to pay reflected on that body's effectiveness in keeping returns down to "fair" level. This incidentally hindered somewhat union wage-increase drives even after they were established and recognized.

That the above served as obstacles may be seen in the history of the International Brotherhood of Electrical Workers, AFL, the major union in the electric light and power field, established in 1891. Prior to 1903, the weak, decentralized organization of the Brotherhood prevented it from exercising any great influence. Between 1903 and 1908, the influence of the union increased somewhat as a result of the development of the industry and the internal centralization of control over union activities. However, the

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industrial depression of 1913-15, with jobs scarce and workers fearful of antagonizing employers, and the increased employer anti-union activities, both of a direct and indirect nature, seriously weakened its position. The subsequent war influences of 1916-19 bolstered its strength to a degree. However, most of those gains were wiped away as a result of the post-World War I depression and the growth of company unions. The influence of the union declined steadily during that period, until the Wagner Act eliminated the company unions and gave great impetus to unionization. Prior to this time its success was comparatively negligible, despite benefits it established: sick and disabled, death and strike benefits, life insurance and pension plans, and social activities; and despite its drives to increase wages, reduce hours and establish safety provisions on the job. During this long period, it could not compete very strongly with the employer either as to the establishment of benefits or in the success of its drives to improve working conditions.

In more recent years, the more militant CIO has attempted to compete with the AFL, first through its affiliate, the United Electrical Radio and Machine Workers' Union and then by a separate Utility Workers' Organizing Committee, but in general the IBEW has maintained the upper hand. As of 1941, it included over 200,000 of the almost 300,000 electric light and power workers. The CIO's newly formed unit had only 5000-10,000 and independents most of the balance.

In contrast, conditions in the transit industry were such as to promote militant unionism even before the 1930's. Hours were very long, a split shift sometimes spread over 15 hours a day. There was a 7-day week for quite a while. The work was fatiguing and wages low. To correct this, in 1892 the street railway employees organized the Amalgamated Association of Street and Electric Employees of America, an industrial union affiliated with the AFL. After a series of militant and successful strike actions prior to

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Money Back if Not Satisfactory

World War I, the union had a majority of the workers in the industry; approximately 70,000 of the 130,000. It also expanded during World War I and then lost heavily in the period during and following the subsequent depression, also plagued by company unions. The Wagner Act similarly spurred it to greater activity, but it lost a majority of its member to the CIO's Transport Workers Union. Since the Amalgamated was already built along industrial lines and the workers were more militant, it is understandable why the CIO had more success here than in the electric light and power field. In 1941, the T.W.U. had 95,000 membership, mainly in New York City, but it also included small numbers in Akron and other industrialized cities. The Amalgamated had only 80,000 at that time. Both unions established various types of benefits for their members; sick and death benefits, medical and pension plans, etc.

Though the bargaining position of utility workers is more powerful and secure at the present, the unions still generally recognize the special responsibility the nature of the industry imposes upon them. They seek to settle disputes by peaceful means; many recent contracts especially those of the International Brotherhood of Electrical Workers, contain "no strike" clauses. When utility unions do take strike action, they generally make provisions for servicing hospitals, civic and military installations, etc. These unions have taken other action recently to benefit the worker. They have sought to stabilize employment. With increasing frequency in recent years, IBEW agreements with employers have incorporated provisions for guaranteed employment for a full year (2080 hrs.). Of course, this is not as great a gain as might be indicated at first glance, for employment has been generally stable in that field without this provision. Unions have also successfully bargained for an improved safety factor.

Before I close, I would like to discuss briefly, one aspect of collective bargaining that is frequently mentioned in connection with the pub-

lic utilities—namely, compulsory arbitration. We have already discussed it in regard to industry in general and mentioned several significant disadvantages. Briefly, they are:

1. It assumes we have established and standardized criteria against which employer and employee demands on all issues may be applied with economic justice the automatic result.
2. It eventually would involve unlimited control of labor and capital in all matters by which the arbitration decisions are affected or themselves affect.
3. Forcing employees to work under conditions they believe unjust leads to ill-will and inefficiency and is probably unconstitutional. Freedom to bargain leads to greater productivity, efficiency and in the long run, greater industrial stability.
4. It would deprive labor of the strike, the only weapon it has to equalize the very strong bargaining position of the employer.

There is no doubt but that the need for industrial stability and peace is greater in the public utilities than in ordinary industry, but that in itself does not make compulsory arbitration any more valid as the solution to the problem. Many suggest it does have a special validity in the utilities pointing to the fact that rates, dividends and returns are arbitrarily established as indications that the employer is regulated. Why not the employee?

Several facts must be remembered in connection with this question. Utilities have a monopoly; their employees don't. Utilities are assured through their franchise an adequate and a constant return; their employees are generally not similarly assured either an adequate wage, satisfactory working conditions nor continuous employment. Arbitration decisions moreover, would frequently be subject to considerable litigation. The utility can litigate without concern as to expense. Again, the costs are considered operating expenses and as such are passed on to the consumer. The employees can litigate only as far as their money holds out.

In summary, we may ask:

Should the responsibility of the worker be made more binding legally?

If so, what guarantees, what protection should be given him?

Do present-day union-utility relationships provide adequately for both protection of the worker's interests as well as fulfillment of his responsibilities?

Or is public ownership of utilities the answer?

Or perhaps, in spite of its defects, compulsory arbitration is advisable or necessary?

I have gone only slightly into these questions. I leave them for discussion.

IN 1945

(Continued from page 375)

Nevertheless, in spite of material shortages and of uncertainties as to price levels in the months ahead, the construction industry saw almost as much volume during the first half of 1946 as in the whole of 1945. It should be noted that a certain amount of this increase, perhaps 10 percent, reflects rising building costs rather than an increase in actual construction activity.

Even with the present emphasis on residential building, there can be little doubt that once the shortages of building supplies are conquered construction activity will again intensify—that is, it will unless we go into the throes of "inflation and bust" before the material bottlenecks are eliminated.

Electric power production did not hit its full stride until 1944. The Federal Power Commission reports the total electric energy produced in the United States for public use to have been:

VI. Total Electric Power Produced In Billions of KWH

1946 (first 6 months)-----	105.2
1945-----	222.4
1944-----	230.7
1943-----	221.0
1942-----	189.2
1941-----	168.2
1940-----	145.0
1939-----	130.3

It appears probable that 1946 will yield slightly lower per capita volume of employment than did 1945, since we were still fighting the war throughout a major portion of last year. Reconversion problems, shortages of essential materials, uncertainties as to future economic stability, demobilization and the return of our veterans to the active labor force are among the more important factors leading to this forecast.

If we hope to maintain our annual earnings' position of 1945 in the face of diminished per capita working hours, we must remember that one of the best ways to achieve and ultimately retain higher wage rates is through increased labor productivity.

In the distant future glimmers the almost certain prospect of vastly increased productivity through the practical adaptation of principles of nuclear energy. But the day when that happens is still a long way off.

In the immediate foreground if labor is to retain the majority of its wartime gains it evidently will still have to work hard and diligently to do so.

DISTRIBUTION OF APPRENTICES

(Continued from page 370)

State and Locality	Brick-layers	Carpenters	Cement Finishers	Electr. Constr.	Lathers	Painters	Plasterers	Plumbers	Sheet Metal	Other Trades	Total
MICHIGAN											
Detroit	200	495		250	4	80	33	202	200	40	1504
Grand Rapids	13	44	2	25		17	2	16	37		156
Saginaw Area	23	95		15		4		7			144
Lansing	22	42	15	14		10	6	14	19		142
Kalamazoo	10	50	5	24		21	5	17	3		135
Jackson	10	27		15		12		12	17		93
Muskegon	7	20		15		15		5	6		68
Battle Creek	7	15		22		10		6	2		62
Ann Arbor	16			13		12					41
Flint	10			9				15			34
Bay City				17		8		9			34
Adrian	6	17				6					29
Benton Harbor	7	7		5				2			24
Traverse City	4	10		5				2			21
Holland	5	8						2			15
Escanaba	6	8									14
State Wide					12						12
Grand Haven		5		5							10
Port Huron	7							6			13
ARKANSAS											
Little Rock		9	73	21	31	30	18		2		184
Fort Smith			8	4	8	1					21
Camden		7									7
Total	16	81	25	39	31	18	2	212			

LOCAL UNION OFFICIAL RECEIPTS FROM JULY 11, 1946, INCLUDING AUGUST 12, 1946

<p>L. U. B-1- 7885 11293 197241 197400 273223 273380 273781 274115 274501 274679 B 312751 313108 707841 707961 708021 708050 B 117231 117258 B 887994 888127 B 928757 928831 B 929911 930000 B-2- 88026 88051 94251 94500 B 314310 314327 528410 528551 B 720572 720593 B-3- A 128445 131333 OA 37965 37989 38321 38400 38402 38440 38801 38852 39001 39060 XG 84930 84933 XG 3014 3088 B 61966 64277 BW 24401 24484 B-5- 10741 105900 435001 435340 445332 445350 87211 87225 B-6- 115501 115555 117596 117750 119378 B 141465 141673 143201 143250 149251 149385 B 709953 709961 B 712082 712090 B 700156 700247 903751 904500 943501 943612 972740 972750 8- 512985 512988 513113 513120 837104 837184 890462 890660 901483 901500 110955 110793 B 445832 445844 B 450993 450998 900015 900020 137015 137018 903530 903570 88664 88668 B-11- 111495 111551 B 217903 217910 B 218329 218330 B 217978 354812 354875 357096 357120 362205 362208 364852 364897 367151 367350 368801 368890 375987 375988 376923 377250 377332 377364 378050 378457 379410 379500 380141 380456 381001 381426 381751 382154 382952 383250 384106 384306 384751 384829 385380 385438 386312 386772 B 474041 474073 504409 504414 B 615922 615931 B 616239 616590 B 617327 617446 B 645051 645052 B 647958 648000 661824 661877 672682 672688 677290 677298 686631 B 734952 734955 929763 929908 935701 935711 936351 936451 937073 937097 B 951015 B 955602 B 986893 986947 B 988188 988223 B 988531 988538 B 989251 989258 12- 329795 329849 B-17- 38141 38250 B 206707 206833 441001 441320 447270 447282 B 181556 481817 201425 201429 205841 206625 B 483751 484341 B 484501 484534 B 568964 569250 B 569884 570750 584096 584118 B 807037 807179 22- 327321 327849 749052 749053 806991 807000 B 84740 84750 B 131393 131516 435001 435933 B 536350 536363 780921 780924 B 174751 174757 B 809861 809923 887796 888008 26- 214533 214536 200741 201000 470201 470800</p>	<p>L. U. 27- 111699 111703 225539 225741 423751 B-28- 833479 833520 225981 228765 B-30- B 197169 197350 B 375751 376095 B 614349 614356 662590 662659 B-31- 28715 29238 B 424055 424060 985188 985198 B-32- B 148826 148843 183495 185509 244637 B 311229 311311 33- 108224 108237 B-34- 394501 394539 702710 702750 734351 734369 35- 473756 473902 37- 69753 69760 244538 244540 B-38- 112170 112500 114751 115343 B 418501 418724 B 533429 533448 B 855720 855750 B 904203 904241 B-39- 495805 496247 887483 887498 31411 31500 40- 184480 184500 145501 145602 635554 635561 B-41- B 266399 266463 347886 349800 721881 722075 719364 719522 B-43- 963044 963049 B-44- 10330 10338 10694 10738 B 398314 398318 519151 520640 B 594610 594657 B 704750 704871 123901 125080 B-48- 127855 127960 128581 128903 129064 129200 129881 130120 130541 131128 131251 131475 B 207929 207930 218335 218338 231601 231602 232310 232339 B-50- 171733 171750 172299 172464 B 479074 633751 633771 703229 703230 143575 144041 B-51- 277550 277678 397580 397691 398297 398373 399095 399101 B 143324 143368 B 534758 534878 609457 609467 700258 700282 702709 702726 B 717656 717711 B 837100 837114 85252 85271 104219 104220 B 217881 217885 B-53- 629780 629785 777471 777496 778794 778795 202323 202337 629277 629298 B-56- B 112686 112714 B 413871 413877 521970 521139 742979 742986 B-57- B 143178 143946 155995 156000 B 405487 405490 671251 671460 780241 780242 636031 637500 B-58- B 95931 96000 276666 276701 303030 304378 304501 304758 380001 380750 B 534001 534085 802877 803215 510370 59- 950847 951071 60- 818121 818240 64- 301808 301881 B-65- 3878 3884 402041 402190 525931 525951 501425 501429 546001 546440 614801 615000 B 786682 786750 B 859096 859285 (Mem.) B 859501 859559 (Mem.) B 859686 (Appl.) 67- 875860 875885 59677 59684 81419 81470 B-69- 177418 297000 B 329033 329250 B 566251 566436 B 721682 721684 811461 811560 B-70- 162291 162390 379379 379383 B 453671 453675</p>	<p>L. U. 291774 291810 624932 624949 B 901653 901656 B 902474 902489 225945 225969 B 295286 295289 316676 317215 B 514892 514810 B 64557 64561 284497 284829 285200 285377 837534 837545 B-77- 256785 256887 B 399091 399740 B 399763 399815 B 400501 400650 443629 446340 B 767921 768123 B 140741 140826 B 805507 805510 B-79- B 130768 131067 B 517008 517012 738431 738432 B 426001 426094 743911 744000 966175 81- 70627 70628 229623 229667 215701 215724 294931 296561 659810 659914 679320 679350 B-84- B 370352 485141 485812 B 679422 679496 883193 883247 101709 101810 B 133792 148819 148822 168639 168750 204751 204877 824131 824137 305873 B-90- 170165 170250 B 704750 704871 606064 606720 139- 889818 889855 291634 291715 300447 300460 321150 321160 B-145- 148734 148744 171810 171816 106732 106816 109295 40297 156677 156698 134092 134133 190500 190561 B-153- 31500 31509 B 216856 216873 B 386731 386734 390013 390016 705601 705606 68990 689919 218907 218911 82686 82719 B-160- 21554 21750 22120 22525 20849 23253 B 502521 502523 B 655707 655919 736902 736912 B 801872 801882 462575 462576 B-163- 204631 204636 204637 204638 485 4868 264001 264050 511461 511500 961070 961072 209179 209216 80174 B-174- 733338 733424 392129 527747 527969 413275 413275 B-180- 682609 682622 782971 782975 985560 985564 459751 459814 754468 754500 B-183- 897437 897505 184- 197728 197728 428677 428741 211504 211511 527851 527907 689142 689145 B 706419 706425 B-186- B 720322 720326 599883 599900 565953 566001 139812 139813 813299 813447 86880 868835 927396 927490 474241 474249 777372 777457 147931 147912 312073 312073 435709 435750 196501 196507 40617 418548 418501 623300 224281 224281 B-203- 233599 233626 B-204- 252348 252352 341389 341534 B 711473 711477 808028 808081 B-205- 676413 676428 876325 876332 4609 4656 623014 623041 B 822663 822670 442821 442846 748400</p>	<p>L. U. B-124- 914556 915000 196861 196877 B 292320 466501 466700 580112 580115 B 657751 657779 B 861366 861367 901751 901820 B-125- 348771 350010 828512 828570 611609 611621 217254 217256 472448 472494 B-130- 164372 164382 472407 472458 733146 733149 B-134- 186901 187080 187501 187680 188251 189328 189751 189960 271501 271960 B 312609 312782 B 489878 489900 B 489910 490088 517061 517079 563128 563250 564694 564750 764869 765000 852487 852488 854251 855000 855695 855750 855958 856000 857868 858000 858203 858538 858751 859500 860078 860250 860703 861000 B 869471 870000 B 872251 873000 211501 211504 280606 280639 B-138- 265842 407465 B 497453 741972 73908 139- 889818 889855 291634 291715 300447 300460 321150 321160 B-145- 148734 148744 171810 171816 106732 106816 109295 40297 156677 156698 134092 134133 190500 190561 B-153- 31500 31509 B 216856 216873 B 386731 386734 390013 390016 705601 705606 68990 689919 218907 218911 82686 82719 B-160- 21554 21750 22120 22525 20849 23253 B 502521 502523 B 655707 655919 736902 736912 B 801872 801882 462575 462576 B-163- 204631 204636 204637 204638 485 4868 264001 264050 511461 511500 961070 961072 209179 209216 80174 B-174- 733338 733424 392129 527747 527969 413275 413275 B-180- 682609 682622 782971 782975 985560 985564 459751 459814 754468 754500 B-183- 897437 897505 184- 197728 197728 428677 428741 211504 211511 527851 527907 689142 689145 B 706419 706425 B-186- B 720322 720326 599883 599900 565953 566001 139812 139813 813299 813447 86880 868835 927396 927490 474241 474249 777372 777457 147931 147912 312073 312073 435709 435750 196501 196507 40617 418548 418501 623300 224281 224281 B-203- 233599 233626 B-204- 252348 252352 341389 341534 B 711473 711477 808028 808081 B-205- 676413 676428 876325 876332 4609 4656 623014 623041 B 822663 822670 442821 442846 748400</p>	<p>L. U. 210- 254266 254374 963836 12562 211- 112541 112667 114666 114691 650251 650438 B 630613 630616 B 748260 748269 924713 924750 B-212- 112667 112667 114666 114691 650251 650438 B 630613 630616 B 748260 748269 924713 924750 B-214- 96221 96234 211254 317923 B 605154 605154 667621 667621 88655 88661 907675 907690 B-216- 312826 312832 344427 344427 657211 657218 224380 B 968501 968539 B-220- 737335 737365 766080 766114 B-222- 435605 435605 824809 824821 641191 641259 B-224- 79081 79084 477587 477602 B 704671 704719 754661 754683 494963 494960 B-227- 612282 612301 612301 612301 64040 64041 869479 869534 B-229- 97205 97300 314500 314710 B 615900 789360 B 830251 836252 24244 24250 224356 224358 B-234- 308540 B 409309 409349 180838 180858 B-236- 546388 546412 691509 691510 334648 334682 335056 335094 921381 921450 967778 968025 441963 441981 B-240- 471398 471398 911447 911474 216500 216761 B-245- 10611 171140 29900 29900 B 422805 422817 665739 665743 B-248- 332736 332739 482131 482194 608160 608162 B-249- 130251 130259 B 277798 277800 B 312584 312584 92426 92464 213542 213544 337587 337622 348206 348213 111306 311322 193809 193812 689900 689912 B-258- 167760 167770 794628 794649 10002 10008 733259 B 328309 328309 B 512771 512811 621126 621141 105967 105971 B 696987 697006 B 750872 751334 297621 297660 B-263- 706094 B 409727 409825 484749 484855 951246 951250 7817 7845 643443 643444 B 703900 703918 B 903784 903107 270311 270340 725463 B 712621 712311 96841 96980 828242 828300 B 852194 852200 135051 135059 B 732191 732192 392514 392546 504612 504619 505267 505400 B 554604 554699 434225 434256 449358 449358 750751 750794 B-279- 314160 314160 336040 336050 B 536010 536063 297918 297920 311294 311305 525721 525722 B 900101 900129 576741 576750 783220 783236 B 960001 B-283- 196540 196544 B 347226 683674 683670</p>	<p>L. U. B-283- (Cont.) 792456 792464 429751 429772 502545 502545 728996 729000 162160 255193 255217 B 518041 518108 B 849350 849360 52769 52771 269501 269555 B 288963 288968 B 858032 858061 B 209696 209733 727061 727083 182996 183000 404251 404268 181271 181305 201043 201129 206699 206700 523581 523590 B 853186 853230 796615 796620 B-297- 817996 818013 112808 712814 B 835659 835683 987387 987510 565212 565241 B-302- 177800 177870 180003 B 607516 760757 761900 761924 763501 763605 763047 763182 B 835352 835375 B 843160 843191 B 844241 844272 B 851940 851950 B 862864 862870 991323 991330 767824 767836 197651 197662 B 327417 327418 531074 531091 B 858395 858442 42241 42242 212816 212870 28469 28470 727968 727969 B 865631 865680 916491 916492 88177 88188 159740 159750 262501 262535 B-309- 211641 211642 323251 323422 B 430760 430861 430761 430862 622947 623250 50381 59466 96000 661501 661570 62574 62576 B-312- 98438 98533 B 404575 404592 B 860388 985076 113062 130646 600033 B-317- 232683 232860 490150 490151 B 897964 897965 202280 202300 688296 688300 B-319- 110870 110875 B 158090 158098 B 843401 843421 32075 23113 297635 297643 976029 976030 2131 2142 322- 180088 180215 B-325- 75910 75915 166036 166119 224188 224190 B 873911 873915 B 150502 150570 B 607707 607718 77467 77468 B 904501 904570 978250 978627 B-328- 30087 30206 280800 B 585845 660391 660460 295809 295900 708609 708610 300- 878447 878460 179460 179566 B 52566 423661 601010 B 344496 344509 B 823478 823480 244041 244041 B 290381 290436 B 354433 428251 428286 989141 989250 B-334- 198342 198342 B 848346 848353 409128 409150 B 456470 456472 137274 137294 179460 179566 376741 376750 783220 783236 B 960001 B-339- 82262 82262 84496 B 612988 612990</p>	<p>L. U. B-339- (Cont.) 964834 964920 106110 106310 107605 107614 201743 201770 301929 B 241874 241875 B 274014 341- 30430 433980 433997 064144 064133 833905 834005 846235 846235 B-343- 846233 846234 207004 207037 B 305199 305201 B 515717 51</p>
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L. U.	B-464—(Cont.)	538—	202522	202550	L. U.	607—(Cont.)	769988	L. U.	B-676—(Cont.)	656263	653768	L. U.	755—	321291	321325	L. U.	B-818—(Cont.)	753300	L. U.	B-893—	151570	151600	L. U.	B-953—(Cont.)	793544	793544
B-465—	182806	183000	540—	203338	203419	B-609—	536060	536981	B-677—	722347	722352	B-756—	740351	740380	B-819—	485385	485393	B-820—	589996	589999	B-894—	742708	742710	B-954—	658751	658755
B-466—	558751	558810	541—	109983	109991	B-610—	153541	153738	B-678—	722347	722352	B-757—	471781	471789	B-821—	589996	589999	B-822—	589996	589999	B-895—	742710	742712	B-955—	710728	710730
B-467—	558751	558810	542—	136245	136255	B-611—	847180	847200	B-679—	722347	722352	B-758—	884105	884130	B-823—	589996	589999	B-824—	589996	589999	B-896—	742712	742714	B-956—	710730	710732
B-468—	558751	558810	543—	214537	214571	B-612—	860043	860142	B-680—	722347	722352	B-759—	884105	884130	B-825—	589996	589999	B-826—	589996	589999	B-897—	742714	742716	B-957—	710732	710734
B-469—	558751	558810	544—	701650	701650	B-613—	860043	860142	B-681—	722347	722352	B-760—	884105	884130	B-827—	589996	589999	B-828—	589996	589999	B-898—	742716	742718	B-958—	710734	710736
B-470—	558751	558810	545—	136245	136255	B-614—	860043	860142	B-682—	722347	722352	B-761—	884105	884130	B-829—	589996	589999	B-830—	589996	589999	B-899—	742718	742720	B-959—	710736	710738
B-471—	558751	558810	546—	214537	214571	B-615—	860043	860142	B-683—	722347	722352	B-762—	884105	884130	B-831—	589996	589999	B-832—	589996	589999	B-900—	742720	742722	B-960—	710738	710740
B-472—	558751	558810	547—	701650	701650	B-616—	860043	860142	B-684—	722347	722352	B-763—	884105	884130	B-833—	589996	589999	B-834—	589996	589999	B-901—	742722	742724	B-961—	710740	710742
B-473—	558751	558810	548—	136245	136255	B-617—	860043	860142	B-685—	722347	722352	B-764—	884105	884130	B-835—	589996	589999	B-836—	589996	589999	B-902—	742724	742726	B-962—	710742	710744
B-474—	558751	558810	549—	214537	214571	B-618—	860043	860142	B-686—	722347	722352	B-765—	884105	884130	B-837—	589996	589999	B-838—	589996	589999	B-903—	742726	742728	B-963—	710744	710746
B-475—	558751	558810	550—	701650	701650	B-619—	860043	860142	B-687—	722347	722352	B-766—	884105	884130	B-839—	589996	589999	B-840—	589996	589999	B-904—	742728	742730	B-964—	710746	710748
B-476—	558751	558810	551—	136245	136255	B-620—	860043	860142	B-688—	722347	722352	B-767—	884105	884130	B-841—	589996	589999	B-842—	589996	589999	B-905—	742730	742732	B-965—	710748	710750
B-477—	558751	558810	552—	214537	214571	B-621—	860043	860142	B-689—	722347	722352	B-768—	884105	884130	B-843—	589996	589999	B-844—	589996	589999	B-906—	742732	742734	B-966—	710750	710752
B-478—	558751	558810	553—	701650	701650	B-622—	860043	860142	B-690—	722347	722352	B-769—	884105	884130	B-845—	589996	589999	B-846—	589996	589999	B-907—	742734	742736	B-967—	710752	710754
B-479—	558751	558810	554—	136245	136255	B-623—	860043	860142	B-691—	722347	722352	B-770—	884105	884130	B-847—	589996	589999	B-848—	589996	589999	B-908—	742736	742738	B-968—	710754	710756
B-480—	558751	558810	555—	214537	214571	B-624—	860043	860142	B-692—	722347	722352	B-771—	884105	884130	B-849—	589996	589999	B-850—	589996	589999	B-909—	742738	742740	B-969—	710756	710758
B-481—	558751	558810	556—	701650	701650	B-625—	860043	860142	B-693—	722347	722352	B-772—	884105	884130	B-851—	589996	589999	B-852—	589996	589999	B-910—	742740	742742	B-970—	710758	710760
B-482—	558751	558810	557—	136245	136255	B-626—	860043	860142	B-694—	722347	722352	B-773—	884105	884130	B-853—	589996	589999	B-854—	589996	589999	B-911—	742742	742744	B-971—	710760	710762
B-483—	558751	558810	558—	214537	214571	B-627—	860043	860142	B-695—	722347	722352	B-774—	884105	884130	B-855—	589996	589999	B-856—	589996	589999	B-912—	742744	742746	B-972—	710762	710764
B-484—	558751	558810	559—	701650	701650	B-628—	860043	860142	B-696—	722347	722352	B-775—	884105	884130	B-857—	589996	589999	B-858—	589996	589999	B-913—	742746	742748	B-973—	710764	710766
B-485—	558751	558810	560—	136245	136255	B-629—	860043	860142	B-697—	722347	722352	B-776—	884105	884130	B-859—	589996	589999	B-860—	589996	589999	B-914—	742748	742750	B-974—	710766	710768
B-486—	558751	558810	561—	214537	214571	B-630—	860043	860142	B-698—	722347	722352	B-777—	884105	884130	B-861—	589996	589999	B-862—	589996	589999	B-915—	742750	742752	B-975—	710768	710770
B-487—	558751	558810	562—	701650	701650	B-631—	860043	860142	B-699—	722347	722352	B-778—	884105	884130	B-863—	589996	589999	B-864—	589996	589999	B-916—	742752	742754	B-976—	710770	710772
B-488—	558751	558810	563—	136245	136255	B-632—	860043	860142	B-700—	722347	722352	B-779—	884105	884130	B-865—	589996	589999	B-866—	589996	589999	B-917—	742754	742756	B-977—	710772	710774
B-489—	558751	558810	564—	214537	214571	B-633—	860043	860142	B-701—	722347	722352	B-780—	884105	884130	B-867—	589996	589999	B-868—	589996	589999	B-918—	742756	742758	B-978—	710774	710776
B-490—	558751	558810	565—	701650	701650	B-634—	860043	860142	B-702—	722347	722352	B-781—	884105	884130	B-869—	589996	589999	B-870—	589996	589999	B-919—	742758	742760	B-979—	710776	710778
B-491—	558751	558810	566—	136245	136255	B-635—	860043	860142	B-703—	722347	722352	B-782—	884105	884130	B-871—	589996	589999	B-872—	589996	589999	B-920—	742760	742762	B-980—	710778	710780
B-492—	558751	558810	567—	214537	214571	B-636—	860043	860142	B-704—	722347	722352	B-783—	884105	884130	B-873—	589996	589999	B-874—	589996	589999	B-921—	742762	742764	B-981—	710780	710782
B-493—	558751	558810	568—	701650	701650	B-637—	860043	860142	B-705—	722347	722352	B-784—	884105	884130	B-875—	589996	589999	B-876—	589996	589999	B-922—	742764	742766	B-982—	710782	710784
B-494—	558751	558810	569—	136245	136255	B-638—	860043	860142	B-706—	722347	722352	B-785—	884105	884130	B-877—	589996	589999	B-878—	589996	589999	B-923—	742766	742768	B-983—	710784	710786
B-495—	558751	558810	570—	214537	214571	B-639—	860043	860142	B-707—	722347	722352	B-786—	884105	884130	B-879—	589996	589999	B-880—	589996	589999	B-924—	742768	742770	B-984—	710786	710788
B-496—	558751	558810	571—	701650	701650	B-640—	860043	860142	B-708—	722347	722352	B-787—	884105	884130	B-881—	589996	589999	B-882—	589996	589999	B-925—	742770	742772	B-985—	710788	710790
B-497—	558751	558810	572—	136245	136255	B-641—	860043	860142	B-709—	722347	722352	B-788—	884105	884130	B-883—	589996	589999	B-884—	589996	589999	B-926—	742772	742774	B-986—	710790	710792
B-498—	558751	558810	573—	214537	214571	B-642—	860043	860142	B-710—	722347	722352	B-789—	884105	884130	B-885—	589996	589999	B-886—	589996	589999	B-927—	742774	742776	B-987—	710792	710794
B-499—	558751	558810	574—	701650	701650	B-643—	860043	860142	B-711—	722347	722352	B-790—	884105	884130	B-887—	589996	589999	B-888—	589996	589999	B-928—	742776	742778	B-988—	710794	710796
B-500—	558751	558810	575—	136245	136255	B-644—	860043	860142	B-712—	722347	722352	B-791—	884105	884130	B-889—	589996	589999	B-890—	589996	589999	B-929—	742778	742780	B-989—	710796	710798
B-501—	558751	558810	576—	214537	214571	B-645—	860043	860142	B-713—	722347	722352	B-792—	884105	884130	B-891—	589996	589999	B-892—	589996	589999	B-930—	742780	742782	B-990—	710798	710800
B-502—	558751	558810	577—	701650	701650	B-646—	860043	860142	B-714—	722347	722352	B-793—	884105	884130	B-893—	589996	589999	B-894—	589996	589999	B-931—	742782	742784	B-991—	710800	710802
B-503—	558751	558810	578—	136245	136255	B-647—	860043	860142	B-715—	722347	722352	B-794—	884105	884130	B-895—	589996	589999	B-896—	589996	589999	B-932—	742784	742786	B-992—	710802	710804
B-504—	558751	558810	579—	214537	214571	B-648—	860043	860142	B-716—	722347	722352	B-795—	884105	884130	B-897—	589996	589999	B-898—	589996	589999	B-933—	742786	742788	B-993—	710804	710806
B-505—	558751	558810	580—	701650	701650	B-649—	860043	860142	B-717—	722347	722352	B-796—	884105	884130	B-899—	589996	589999	B-900—	589996	589999	B-934—	742788	742790	B-994—	710806	710808

Attractive Union Supplies



No. 15



No. 11



No. 8



No. 10

Price List In Large Variety

Arrears, Official Notice of, per 100	\$.50
Account Book, Treasurer's	.90
Book, Minute for R. S. (small)	2.25
Book, Minute for R. S. (large)	3.00
Book, Day	1.75
Book, Roll Call	1.50
Carbon for Receipt Books	.05
Charters, Duplicate	1.00
Constitution, per 100	7.50
Single copies	.10
Electrical Worker, Subscription per year	2.00
Envelopes, Official, per 100	1.00
Labels, Metal, per 100	3.00
Labels, Paper, Neon, per 100	.20
Labels, Paper, per 100	.20
Labels, Paper, large size for house wiring, per 100	.35
Ledger, loose leaf binder Financial Secretary's 26 tab index	8.50
Ledger paper to fit above ledger, per 100	1.50
Ledger, Financial Secretary's, 100 pages	2.50
Ledger, Financial Secretary's, 200 pages	3.75
Ledger, Financial Secretary's, 400 pages	8.00
(Extra Heavy Binding)	
Ledger, loose-leaf research, including tabs	12.50
Ledger sheets for above, per 100	2.25
Paper, Official Letter, per 100	.50
Rituals, extra, each	.25
Receipt Book, Applicants (300 receipts)	1.75

Receipt Book, Applicants (750 receipts)	3.50
Receipt Book, Members (300 receipts)	1.75
Receipt Book, Members (750 receipts)	3.50
Receipt Book, Miscellaneous (300 receipts)	1.75
Receipt Book, Miscellaneous (750 receipts)	3.50
Receipt Book, Overtime assessment (300 receipts)	1.75
Receipt Book, Overtime assessment (750 receipts)	3.50
Receipt Book, Temporary (750 receipts)	3.50
Receipt Book, Temporary (300 receipts)	1.75
Receipt Book, Temporary (90 receipts)	.75
Receipt Book, Financial Secretary's	.25
Receipt Book, Treasurer's	.25
Receipt Holders, Members' Leather Pocket, Folding, each	.35
Receipt Holders, Members' Pocket, Celluloid, sold only in bulk, Smallest lot, 50	1.50
Per 100	3.00
Research weekly report cards, per 100	.40
Seal, cut of	1.00
Seal	5.00
Seal (pocket)	7.50
Traveling cards	free
Withdrawal Cards, with Trans. Cds., per dozen	.40

Warrant Book, for R. S.	.30
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FOR E. W. B. A.

Book, Minute	1.50
Charters, Duplicates	.50
Reinstatement Blanks	
Constitution and By-Laws, per 100	7.50
Single Copies	.10
Rituals, each	.25

JEWELRY

No. 1—Gold Filled Emblem Gilt Tie Clasp	1.00
No. 2—10 kt. Gold Lapel Button	1.50
No. 3—Rolled Gold Pin (for ladies)	.75
No. 4—Rolled Gold Lapel Button	.75
No. 6—10 kt. Gold Lapel Button	1.75
No. 7—10 kt. Gold Lapel Button	2.00
No. 8—10 kt. Gold Diamond Shape Emblem Gold Filled Tie Slide	4.00
No. 10*—10 kt. Gold Ring	10.50
No. 11—10 kt. Gold Badge of Honor (10, 15, 20 and 25 years)	2.50
No. 12—10 kt. Gold Emblem: Rolled Gold Chain Tie Clasp	4.50
No. 13—Gold Plated Auxiliary Pin (For Ladies)	.50
No. 14—Gold Filled War Veterans Button	1.75
No. 15*—Heavy 10 kt. Gold Ring	18.00

Jewelry not sent C. O. D.

The above articles will be supplied when the requisite amount of cash accompanies the order. Otherwise the order will not be recognized. All supplies sent by us have postage or express charges prepaid.

* Rings furnished only in sizes 9, 9½, 10, 10½, 11, 11½, 12, 12½.

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WE now call the governors of our behavior “forces.” Two among them, under whatever divine and mysterious will there be, are supreme. These are our own inner nature, and the machines we have created. You will note that I am impelled to attribute an independent realm of influence to the machine, since men have shown themselves so little able or disposed to control it. Conceived as a slave, it often proves master—ruling by seduction.

Herbert Feis, from “The Price of Greatness.”